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LEGISLATIVE HISTORY

Public Law 429--81st Congress

Chapter 782--1st Session

H. R. 5931

TABLE OF CONTENTS

Digest of Public Law 429	1
Index and Summary of History on H. R. 5931	2

CLASSIFICATION ACT OF 1949. Includes the following provisions: Includes various additional agencies whose pay rates were not required to be fixed by the Classification Act of 1923. Exempts employees in recognized trades or crafts, or other skilled mechanical crafts, or in unskilled, semiskilled or skilled manual labor occupations; employees serving without pay or at nominal pay when such employment is permitted by other law; those whose pay is fixed under cooperative agreements to which the U. S. is a party; experts or consultants when employed under the Manasco Act (Public Law 600 - 79th Congress) temporarily or intermittently; emergency or seasonal employments of uncertain or temporary duration, or limited to brief periods at intervals; employments made on a fee, contract, or piecework basis when authorized by other law; certain part-time or intermittent employments, not measureable as to time, in cases where persons do part-time or intermittent work for the Government concurrently with private employment; and positions fixed by other law at or in excess of the maximum of \$14,000.

Defines "position," "class," and "grade" with essentially the same meaning as in the existing law, but clarifies the relations between the three concepts. Directs the Civil Service Commission, after consultation with the departments and agencies, to prepare, publish, and keep up to date allocation standards applying to both the departmental and the field services. The departments are required to comply with these standards. The departments' actions are final for pay and personnel purposes, subject to post audit by the Civil Service Commission. Requires the departments to correct allocations in accordance with decisions by the Commission, whether in D. C. or in the field. Authorizes the Commission to revoke or suspend, in whole or in part, a department's classification authority. Provides that positions may be placed in grade 16 or 17 of the general schedule only by action of, or prior approval by, the Commission, and that positions may be placed in or removed from Grade 18 (the highest grade) of this schedule only by the President upon recommendation by the Commission.

Provides for (1) a general schedule in lieu of the P, SP, and CAF services, and (2) a crafts, protective, and custodial schedule in lieu of the present similar schedule. Divides the general schedule into 18 grades and the crafts, protective, and custodial schedule into 10 grades. Revises the legislative definitions of these schedules and grades. The salaries under the general schedule range from \$2,200 to \$14,000, and the salaries under the crafts, protective, and custodial schedule range from \$1,510 to \$4,900. Grade 16 ranges from \$11,200 to \$12,000, grade 17 from \$12,200 to \$13,000, and grade 18 is \$14,000.

Provides for (1) periodic step increases, (2) rewards for superior accomplishment, and (3) longevity step increases beyond the scheduled maximum rate of the grade for GS-1 to GS-10, inclusive; continues the present efficiency rating system, but requires CSC to make a study of its operations and report findings and recommendations to the Congress by February 1, 1950; and provides for a management improvement program to be administered under rules and regulations issued by the Budget Bureau.

INDEX AND SUMMARY OF HISTORY ON H. R. 5931

January 18, 1949 S. 559 was introduced by Senator Johnston and was referred to the Senate Committee on Post Office and Civil Service. Print of the bill as introduced. (Similar bill).

April 11, 1949 H. R. 4169 was introduced by Rep. Murray and was referred to the House Committee on Post Office and Civil Service. Print of the bill as introduced. (Similar bill).

May 4, 1949 S. 1762 was introduced by Senator Long and was referred to the Senate Committee on Post Office and Civil Service. Print of the bill as introduced. (Similar bill).

Remarks of Senator Long.

May 6, 1949 S. 1790 was introduced by Senator Ecton and was referred to the Senate Committee on Post Office and Civil Service. Print of the bill as introduced. (Similar bill).

Remarks of Senator Ecton.

May 9, 1949 Hearings: Senate, S. 558, 559, 1762, 1772 and 1790.

August 4, 1949 Senator Long introduced S. 2379 which was referred to the Senate Committee on Post Office and Civil Service. Print of the bill as introduced. (Companion bill).

August 5, 1949 Senate Committee reported S. 2379 without amendment. Senate Report 847. Print of the bill as introduced.

August 9, 1949 S. 2379 was discussed in the Senate and passed over on objection.

H. R. 5931 was introduced by Rep. Murray and was referred to the House Committee on Post Office and Civil Service. Print of the bill as introduced.

August 15, 1949 House Committee reported H. R. 5931 with amendments. House Report 1264. Print of the bill as reported.

August 25, 1949 House Rules Committee reported H. Res. 346 for the consideration of H. R. 5931. House Report 1328. Print of the resolution.

Print of an amendment proposed by Senator Williams to S. 2379.

September 22, 1949 Prints of amendments proposed by Senators Flanders and Bridges to S. 2379.

September 28, 1949 House debated and passed H. R. 5931 with amendments.

Agreed to an amendment by Rep. Murray to exempt employees of Production Credit Corporations and Federal Intermediate Credit Banks from the provisions of the bill (p. 13685).

Rejected (90-94) an amendment by Rep. Rees to strike out the

two top pay scales and limit the pay ceiling under the bill to \$12,000 (pp. 13685-8). During the debate on the bill, Reps. Sutton, McCormack, Sabath, Arends and others discussed the recent Republican Farm Conference at Sioux City, Iowa (pp. 13667, 13669-71).

September 29, 1949

Print of H. R. 5931 as referred to the Senate and ordered to be placed on the calendar.

September 30, 1949

Senate debated and passed H. R. 5931 with amendments. The language of S. 2379, as amended on the floor, was substituted for the language of the House bill. The following amendments were agreed to before passage of the bill:

By Sen. Long, to strike out GS-14 and GS-15 (p. 13869).

By Sen. Long, to make it easier to compute the amount of money to be paid each week and each month (p. 13871).

By Sen. Long, to exempt from the bill "the corporations under the supervision of the Farm Credit Administration" (p. 13871).

By Sen. Langer, to increase the salaries in the first 4 GS grades by \$100 (pp. 13871-2).

Senate conferees appointed.

Print of an amendment proposed by Senator Cordon to S. 2379.

Print of H. R. 5931 with the amendment of the Senate.

October 3, 1949

House conferees appointed.

October 15, 1949

Senator Ecton was appointed a conferee in place of Senator Thye.

Conferees filed the Conference Report. House Report 1447.

October 17, 1949

House agreed to the conference Report.

October 18, 1949

Senate agreed to the conference report.

October 28, 1949

Approved. Public Law 429.

81ST CONGRESS
1ST SESSION

S. 559

IN THE SENATE OF THE UNITED STATES

JANUARY 18, 1949

Mr. JOHNSTON of South Carolina (for himself, Mr. LANGER, Mr. O'CONOR, and Mr. BALDWIN) introduced the following bill; which was read twice and referred to the Committee on Post Office and Civil Service

A BILL

To provide for salary increases for each officer and employee of the Federal Government and each officer and employee of the District of Columbia municipal government.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That each officer and employee of the Federal Government
4 and each officer and employee of the District of Columbia
5 municipal government, whose rate of compensation is in-
6 creased by section 2, 3, 4, 5, or 6 of the Federal Employees
7 Pay Act of 1946 shall receive additional compensation at
8 the rate of \$650 per annum: *Provided*, That any employee
9 paid on an hourly or part-time basis shall receive additional
10 compensation at the rate of 30 cents per hour.

1 SEC. 2. The additional compensation provided by this
2 Act in the case of officers and employees whose rates of
3 compensation are fixed in accordance with the Classification
4 Act of 1923, as amended, shall not be construed to be an
5 “equivalent increase” in compensation within the meaning
6 of section 7 (b) (1) of such Act, as amended.

7 SEC. 3. Except as provided in section 6 of this Act, the
8 annual basic salary of any officer or member of the Metro-
9 politan Police, the United States Park Police, the White
10 House Police, or the Fire Department of the District of
11 Columbia, which is increased by the Act entitled “An Act
12 to provide for an adjustment of salaries of the Metropolitan
13 Police, the United States Park Police, the White House
14 Police, and the members of the Fire Department of the Dis-
15 trict of Columbia, to conform with the increased cost of
16 living in the District of Columbia”, approved July 14, 1945,
17 as amended, is hereby increased by \$330.

18 (b) Section 2 of the Act of July 14, 1945, is hereby
19 amended to read as follows:

20 “SEC. 2. In lieu of overtime pay and night pay differ-
21 ential, the officers and members of the Metropolitan Police,
22 the United States Park Police, the White House Police, and
23 the Fire Department of the District of Columbia shall be paid
24 additional compensation at the rate of 8 per centum of their
25 aggregate annual basic salary.”

1 SEC. 4. Except as provided in section 6 of this Act,
2 the annual basic salary of any teacher, school officer, or
3 other employee of the Board of Education of the District of
4 Columbia which is fixed and regulated by the District of
5 Columbia Teachers' Salary Act of 1947 is hereby increased
6 by \$330.

7 SEC. 5. Section 304 of the Postal Rate Revision and
8 Federal Employees Salary Act of 1948 is hereby repealed
9 effective as of July 3, 1948.

10 SEC. 6. No person shall, by reason of the enactment of
11 the first two sections of this Act, be paid with respect to
12 any pay period, basic salary, or basic salary plus additional
13 compensation at a rate in excess of \$10,330 per annum.

14 SEC. 7. Section 603 (b) of the Federal Employees Pay
15 Act of 1945, as amended, is amended by striking out "\$10,-
16 000" where it first appears in such section and inserting
17 in lieu there of "\$10,980".

18 (b) Section 7 (b) of the Federal Employees Pay Act
19 of 1946 is amended by striking out "\$10,000" and inserting
20 in lieu thereof "\$10,980".

21 (c) No officer or employee shall, by reason of any
22 provision of this Act, be paid with respect to any pay period,
23 basic compensation, or basic compensation plus any additional
24 compensation provided by the Federal Employees Pay Act

1 of 1945, as amended, at a rate in excess of \$10,980 per
2 annum.

3 SEC. 8. Effective as of the first day of the first pay
4 period which began after June 30, 1948, each of the rates of
5 basic compensation provided by sections 412 and 415 of the
6 Foreign Service Act of 1946 (U. S. C., title 22, secs. 867
7 and 870) which do not exceed \$10,000 are hereby increased
8 by \$650. No additional compensation shall be payable by
9 reason of the enactment of this section for any period prior
10 to the date of enactment of this Act in the case of any person
11 who is not a Foreign Service officer or a Foreign Service
12 staff officer or employee on such date.

13 SEC. 9. Sections 1, 2, and 7 of this Act shall take effect
14 on the first day of the first pay period which began after
15 January 1, 1949.

16 SEC. 10. Sections 3, 4, and 6 of this Act shall take effect
17 on the first day of the first pay period which began after
18 June 30, 1948.

A BILL

To provide for salary increases for each officer and employee of the Federal Government and each officer and employee of the District of Columbia municipal government.

By Mr. JOHNSTON of South Carolina, Mr.
LANGER, Mr. O'CONNOR, and Mr. BALDWIN

JANUARY 18, 1949

Read twice and referred to the Committee on Post
Office and Civil Service

81ST CONGRESS
1ST SESSION

H. R. 4169

IN THE HOUSE OF REPRESENTATIVES

APRIL 11, 1949

Mr. MURRAY of Tennessee introduced the following bill; which was referred to the Committee on Post Office and Civil Service

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the "Classification Revision
4 Act of 1949".

5 TITLE I—DECLARATION OF POLICY

6 SEC. 101. It is the purpose of this Act to provide a
7 plan for classification of positions and for rates of basic
8 compensation whereby—

(1) in determining the rate of basic compensation which an officer or employee shall receive, (A) the principle of equal pay for substantially equal work shall be followed, and (B) variations in rates of basic compensation paid to different officers and employees shall be in proportion to substantial differences in the difficulty, responsibility, and qualification requirements of the work performed and to the contributions of officers and employees to efficiency and economy in the service; and

(2) individual positions shall, in accordance with their duties, responsibilities, and qualification requirements, be so grouped and identified by classes and grades, as defined in section 301, and the various classes shall be so described in published standards, as provided for in title IV, that the resulting position-classification system can be used in all phases of personnel administration.

TITLE II—COVERAGE AND EXEMPTIONS

SEC. 201. (a) For the purposes of this Act, the term “department” includes (1) the executive departments, (2) the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States, (3) the Administrative Office of the United States’ Courts, (4) the Library of Congress, (5) the Botanic Garden, (6) the Government Printing Office, (7) the Gen-

1 eral Accounting Office, (8) the Office of the Architect of the
2 Capitol, and (9) the municipal government of the District
3 of Columbia.

4 (b) Subject to the exemptions specified in section 202,
5 this Act shall apply to all civilian positions, officers, and em-
6 ployees in or under the departments.

7 SEC. 202. This Act shall not apply to—

8 (1) the field service of the Post Office Department,
9 for which the salary rates are fixed by Public Law 134,
10 Seventy-ninth Congress, approved July 6, 1945, as
11 amended and supplemented;

12 (2) the Foreign Service of the United States under
13 the Department of State, for which the salary rates
14 are fixed by the Foreign Service Act of 1946;

15 (3) physicians, dentists, nurses, and other em-
16 ployees in the Department of Medicine and Surgery in
17 the Veterans' Administration, whose compensation is
18 fixed under Public Law 293, Seventy-ninth Congress,
19 approved January 3, 1946;

20 (4) teachers, school officers, and employees of the
21 Board of Education of the District of Columbia, whose
22 compensation is fixed under the District of Columbia
23 Teachers' Salary Act of 1947;

24 (5) officers and members of the Metropolitan Police,
25 the Fire Department of the District of Columbia, the

United States Park Police, and the White House Police ;

(6) lighthouse keepers whose compensation is fixed under Public, Numbered 383, Seventy-fifth Congress, approved August 26, 1937 ;

(7) employees in recognized trades or crafts, or other skilled mechanical crafts, or in unskilled, semi-skilled, or skilled manual-labor occupations (except such employees who are engaged in the maintenance and operation of public buildings and associated equipment or perform work in scientific or engineering laboratories as aides to scientists or engineers) , and employees in the Bureau of Engraving and Printing, the duties of whom are to perform or to direct manual or machine operations requiring special skill or experience, or to perform or direct the counting, examining, sorting, or other verification of the product of manual or machine operations, whose compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates by wage boards ;

(8) officers and members of crews of vessels, whose compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates and practices in the maritime industry ;

(9) employees of the Government Printing Office whose compensation is fixed under Public, Numbered 276, Sixty-eighth Congress, approved June 7, 1924:

(10) aliens who occupy positions outside the several States and the District of Columbia;

(11) the Tennessee Valley Authority;

(12) the Inland Waterways Corporation;

(13) the Central Intelligence Agency;

(14) employees who serve without compensation or at nominal rates of compensation;

(15) employees none or only part of whose compensation is paid from appropriated funds of the United States;

(16) employees whose compensation is fixed under a cooperative agreement between the United States and (A) a State, Territory, or possession of the United States, or political subdivision thereof, or (B) a person or organization outside the service of the Federal Government;

(17) student nurses, medical or dental interns, residents-in-training, student dietitians, student physical therapists, student occupational therapists, and other student employees, assigned or attached to a hospital, clinic, or laboratory primarily for training purposes, whose compensation is fixed under Public Law 330,

1 Eightieth Congress, approved August 4, 1947, or sec-
2 tion 14 (b) of Public Law 293, Seventy-ninth Con-
3 gress, approved January 3, 1946, as amended by Public
4 Law 722, Eightieth Congress, approved June 19, 1948;

5 (18) inmates, patients, or beneficiaries receiving
6 care or treatment or living in Government agencies or
7 institutions;

8 (19) experts or consultants, when employed tem-
9 porarily or intermittently in accordance with section 15
10 of Public Law 600, Seventy-ninth Congress, approved
11 August 2, 1946;

12 (20) emergency or seasonal employees whose
13 employment is of uncertain or purely temporary dura-
14 tion, or who are employed for brief periods at intervals;

15 (21) persons employed on a fee, contract, or piece-
16 work basis;

17 (22) persons who may lawfully perform their
18 duties concurrently with their private profession, busi-
19 ness, or other employment, and whose duties require
20 only a portion of their time, where it is impracticable
21 to ascertain or anticipate the proportion of time devoted
22 to the service of the Federal Government;

23 (23) positions for which rates of basic compensation
24 are individually fixed, or expressly authorized to be fixed,

by any other law, in excess of the maximum scheduled rate of the highest grade established by this Act.

SEC. 203. The Civil Service Commission, hereinafter referred to as the "Commission", is authorized and directed to determine finally the applicability of sections 201 and 202 to specific positions, officers, and employees.

TITLE III—BASIS FOR CLASSIFYING POSITIONS

SEC. 301. For the purposes of this Act, the term—

(1) "position" means the work, consisting of the duties and responsibilities, assignable to an officer or employee;

(2) "class" or "class of positions" includes all positions which are sufficiently similar, as to (A) kind or subject-matter of work, (B) level of difficulty and responsibility, and (C) the qualification requirements of the work, to warrant similar treatment in personnel and pay administration; and

(3) "grade" includes all classes of positions which (although different with respect to kind or subject-matter of work) are sufficiently equivalent as to (A) level of difficulty and responsibility, and (B) level of qualification requirements of the work, to warrant the inclusion of such classes of positions within one range of rates of basic compensation, as specified in title VI.

SEC. 302. (a) Each position shall be placed in its

1 appropriate class. The basis for determining the class in
2 which each position shall be placed shall be the duties and
3 responsibilities of such position and the qualifications re-
4 quired by such duties and responsibilities.

5 (b) Each class shall be placed in its appropriate grade.
6 The basis for determining the grade in which each class
7 shall be placed shall be the level of difficulty, responsibility,
8 and qualification requirements of the work of such class.

9 SEC. 303. No appropriated funds shall be used to pay
10 the compensation of any officer or employee who places a
11 supervisory position in a class and grade solely on the basis
12 of the size of the group, section, bureau, or other organiza-
13 tion unit or the number of subordinates supervised. Such
14 factors may be given effect only to the extent warranted
15 by the work load of the organization unit and then only
16 in combination with other factors, such as the kind, diffi-
17 culty, and complexity of work supervised, the degree and
18 scope of responsibility delegated to the supervisor, and the
19 kind, degree, and character of the supervision actually
20 exercised.

21 TITLE IV—PREPARATION AND PUBLICATION OF 22 STANDARDS

23 SEC. 401. (a) The Commission, after consultation with
24 the departments, shall prepare standards for placing posi-
25 tions in their proper classes and grades. The Commission

1 is authorized to make such inquiries or investigations of the
2 duties, responsibilities, and qualification requirements of
3 positions as it deems necessary for this purpose. In such
4 standards the Commission shall (1) define the various classes
5 of positions that exist in the service in terms of duties, re-
6 sponsibilities, and qualification requirements; (2) establish
7 the official class titles; and (3) set forth the grades in which
8 such classes have been placed by the Commission. At the
9 request of the Commission, the departments shall furnish
10 information for and cooperate in the preparation of such
11 standards. Such standards shall be published in such form
12 as the Commission may determine.

13 (b) The Commission shall keep such standards up to
14 date. From time to time, after consultation with the depart-
15 ments to the extent deemed necessary by the Commission,
16 it may revise, supplement, or abolish existing standards, or
17 prepare new standards, so that, as nearly as may be practi-
18 cable, positions existing at any given time within the service
19 will be covered by current published standards.

20 (c) The official class titles so established shall be used
21 for personnel, budget, and fiscal purposes, but this require-
22 ment shall not prevent the use of organizational or other
23 titles for internal administration, public convenience, law
24 enforcement, or similar purposes.

1 TITLE V—AUTHORITY AND PROCEDURE

2 SEC. 501. (a) Notwithstanding section 502, the Com-
3 mission shall have authority, which may be exercised at
4 any time in its discretion, to—

5 (1) ascertain currently the facts as to the duties,
6 responsibilities, and qualification requirements of any
7 position;

8 (2) place in an appropriate class and grade any
9 newly created position or any position coming initially
10 under this Act;

11 (3) decide whether any position is in its appro-
12 priate class and grade; and

13 (4) change any position from one class or grade to
14 another class or grade whenever the facts warrant.

15 The Commission shall certify to the department concerned
16 action taken by the Commission under paragraph (2) or
17 (4). The department shall take action in accordance with
18 such certificate, and such certificate shall be binding on all
19 administrative, certifying, pay roll, disbursing, and account-
20 ing officers of the Government.

21 (b) Any employee or employees (including any officer
22 or officers) affected or any department may request at any
23 time that the Commission exercise the authority granted
24 to it under subsection (a) and the Commission shall act
25 upon such request.

1 SEC. 502. (a) Except as otherwise provided in this title,
2 each department shall place each position under its juris-
3 diction and to which this Act applies in its appropriate class
4 and grade in conformance with standards published by the
5 Commission or, if no published standards directly apply, con-
6 sistently with published standards. A department may,
7 whenever the facts warrant, change any position which it
8 has placed in a class or grade under this subsection from
9 such class or grade to another class or grade. Such actions
10 of the departments shall be the basis for the payment of
11 compensation and for personnel transactions until changed
12 by certificate of the Commission.

13 (b) The Commission shall, from time to time, review
14 such number of positions in each department as will enable
15 the Commission to determine whether such department is
16 placing positions in classes and grades in conformance with
17 or consistently with published standards.

18 SEC. 503. Whenever the Commission finds under
19 section 502 (b) that a position to which this Act applies is
20 not placed in its proper class and grade in conformance with
21 published standards or that positions for which no standards
22 have been published are not placed in classes and grades
23 consistently with published standards, it shall, after consulta-
24 tion with appropriate officers or employees of the depart-
25 ment concerned, place each such position in its appropriate

1 class and grade and shall certify such action to the
2 department. The department shall take action in accordance
3 with such certificate, and such certificate shall be binding
4 on all administrative, certifying, pay roll, disbursing, and
5 accounting officers of the Government.

6 SEC. 504. (a) Whenever the Commission finds that
7 any department is not placing positions in classes and grades
8 in conformance with or consistently with published stand-
9 ards, it may revoke or suspend in whole or in part the
10 authority granted to the department under section 502 and
11 require that prior approval of the Commission be secured
12 before an action placing a position in a class and grade be-
13 comes effective for pay roll and other personnel purposes.
14 Such revocations or suspensions may be limited, in the dis-
15 cretion of the Commission, to (1) the departmental or field
16 service, or any part thereof; (2) any geographic area;
17 (3) any organization unit or group of organization units;
18 (4) certain types of classification actions; (5) classes in
19 particular occupational groups or grades; or (6) classes
20 for which standards have not been published.

21 (b) After all or part of the authority of the depart-
22 ment has been revoked or suspended, the Commission may
23 at any time restore such authority to the extent that it is
24 satisfied that subsequent actions placing positions in classes

1 and grades will be taken in conformance with or con-
2 sistently with published standards.

3 SEC. 505. (a) No position shall be placed in Grade 16
4 or 17 of the General Schedule except by action of, or after
5 prior approval by, the Commission.

6 (b) No position shall be placed in or removed from
7 Grade 18 of the General Schedule except by the President
8 upon recommendation of the Commission.

9 SEC. 506. The Commission may (1) prescribe the
10 form in which each department shall record the duties and
11 responsibilities of positions to which this Act applies and the
12 places where such records shall be maintained, (2) examine
13 these or any other pertinent records of the department, and
14 (3) interview any officers or employees of the department
15 who have knowledge of the duties and responsibilities of such
16 positions and information as to the reasons for placing a posi-
17 tion in any class and grade.

18 TITLE VI—BASIC COMPENSATION SCHEDULES

19 SEC. 601. There are hereby established the following
20 basic compensation schedules for positions to which this Act
21 applies:

22 (1) A "General Schedule", the symbol for which
23 shall be "GS", in lieu of the professional and scientific
24 service, the clerical, administrative, and fiscal service,

1 and the subprofessional service specified in section 13 of
2 the Classification Act of 1923, as amended; and

3 (2) A "Crafts, Protective, and Custodial Schedule",
4 the symbol for which shall be "CPC", in lieu of the
5 crafts, protective, and custodial service specified in such
6 section.

7 SEC. 602. (a) The General Schedule shall be divided
8 into grades of difficulty and responsibility of work, as
9 follows:

10 GENERAL SCHEDULE

11 Grade GS-1 includes all classes of positions the duties
12 of which are to perform, under immediate supervision, with
13 little or no latitude for the exercise of independent judg-
14 ment, (1) the simplest routine work in office, business, or
15 fiscal operations, or (2) elementary work of a subordinate
16 technical character in a professional, scientific, or technical
17 field.

18 Grade GS-2 includes all classes of positions the duties
19 of which are (1) to perform, under immediate supervision,
20 with limited latitude for the exercise of independent judg-
21 ment, routine work in office, business, or fiscal operations,
22 or comparable subordinate technical work of limited scope
23 in a professional, scientific, or technical field, requiring some
24 training or experience; or (2) to perform other work of

1 equal importance, difficulty, and responsibility, and requiring
2 comparable qualifications.

3 Grade GS-3 includes all classes of positions the duties
4 of which are (1) to perform, under immediate or general
5 supervision, somewhat difficult and responsible work in office,
6 business, or fiscal operations, or comparable subordinate
7 technical work of limited scope in a professional, scientific,
8 or technical field, requiring in either case (A) some train-
9 ing or experience, (B) working knowledge of a special
10 subject matter, or (C) to some extent the exercise of inde-
11 pendent judgment in accordance with well-established poli-
12 cies, procedures, and techniques; or (2) to perform other
13 work of equal importance, difficulty, and responsibility, and
14 requiring comparable qualifications.

15 Grade GS-4 includes all classes of positions the duties
16 of which are (1) to perform, under immediate or general
17 supervision, moderately difficult and responsible work in
18 office, business, or fiscal operations, or comparable subordi-
19 nate technical work in a professional, scientific, or technical
20 field, requiring in either case (A) a moderate amount of
21 training and minor supervisory or other experience, (B)
22 good working knowledge of a special subject matter or a
23 limited field of office, laboratory, engineering, scientific,
24 or other procedure and practice, and (C) the exercise of

1 independent judgment in accordance with well-established
2 policies, procedures, and techniques; or (2) to perform other
3 work of equal importance, difficulty, and responsibility, and
4 requiring comparable qualifications.

5 Grade GS-5 includes all classes of positions the duties
6 of which are (1) to perform, under general supervision,
7 difficult and responsible work in office, business, or fiscal ad-
8 ministration, or comparable subordinate technical work in
9 a professional, scientific, or technical field, requiring in
10 either case (A) considerable training and supervisory or
11 other experience, (B) broad working knowledge of a spe-
12 cial subject matter or of office, laboratory, engineering, sci-
13 entific, or other procedure and practice, and (C) the exer-
14 cise of independent judgment in a limited field; (2) to per-
15 form, under immediate supervision, and with little oppor-
16 tunity for the exercise of independent judgment, simple and
17 elementary work requiring professional, scientific, or techni-
18 cal training equivalent to that represented by graduation
19 from a college or university of recognized standing but re-
20 quiring little or no experience; or (3) to perform other
21 work of equal importance, difficulty, and responsibility, and
22 requiring comparable qualifications.

23 Grade GS-6 includes all classes of positions the duties
24 of which are (1) to perform, under general supervision,
25 difficult and responsible work in office, business, or fiscal

1 administration, or comparable subordinate technical work
2 in a professional, scientific, or technical field, requiring in
3 either case (A) considerable training and supervisory or
4 other experience, (B) broad working knowledge of a special
5 and complex subject matter, procedure, or practice, or of
6 the principles of the profession, art, or science involved,
7 and (C) to a considerable extent the exercise of independent
8 judgment; or (2) to perform other work of equal impor-
9 tance, difficulty, and responsibility, and requiring compar-
10 able qualifications.

11 Grade GS-7 includes all classes of positions the duties
12 of which are (1) to perform, under general supervision,
13 work of considerable difficulty and responsibility along special
14 technical or supervisory lines in office, business, or fiscal
15 administration, or comparable subordinate technical work
16 in a professional, scientific, or technical field, requiring in
17 either case (A) considerable specialized or supervisory train-
18 ing and experience, (B) comprehensive working knowledge
19 of a special and complex subject matter, procedure, or prac-
20 tice, or of the principles of the profession, art, or science,
21 involved, and (C) to a considerable extent the exercise of
22 independent judgment; (2) under immediate or general
23 supervision, to perform somewhat difficult work requiring
24 (A) professional, scientific, or technical training equiva-

1 lent to that represented by graduation from a college or
2 university of recognized standing, (B) previous experience,
3 and (C) to a limited extent, the exercise of independent
4 technical judgment; or (3) to perform other work of equal
5 importance, difficulty, and responsibility, and requiring com-
6 parable qualifications.

7 Grade GS-8 includes all classes of positions the duties
8 of which are (1) to perform, under general supervision,
9 very difficult and responsible work along special technical
10 or supervisory lines in office, business, or fiscal administra-
11 tion, requiring (A) considerable specialized or supervisory
12 training and experience, (B) comprehensive and thorough
13 working knowledge of a specialized and complex subject
14 matter, procedure, or practice, or of the principles of the
15 profession, art, or science involved, and (C) to a consider-
16 able extent the exercise of independent judgment; or (2)
17 to perform other work of equal importance, difficulty, and
18 responsibility, and requiring comparable qualifications.

19 Grade GS-9 includes all classes of positions the duties
20 of which are (1) to perform, under general supervision,
21 very difficult and responsible work along special technical,
22 supervisory, or administrative lines in office, business, or
23 fiscal administration, requiring (A) somewhat extended
24 specialized training and considerable specialized, supervisory,
25 or administrative experience which has demonstrated

1 capacity for sound independent work, (B) thorough and
2 fundamental knowledge of a special and complex subject
3 matter, or of the profession, art, or science involved, and
4 (C) considerable latitude for the exercise of independent
5 judgment; (2) with considerable latitude for the exercise
6 of independent judgment, to perform moderately difficult and
7 responsible work, requiring (A) professional, scientific, or
8 technical training equivalent to that represented by gradua-
9 tion from a college or university of recognized standing, and
10 (B) considerable additional professional, scientific, or tech-
11 nical training or experience which has demonstrated capacity
12 for sound independent work; or (3) to perform other work
13 of equal importance, difficulty, and responsibility, and re-
14 quiring comparable qualifications.

15 Grade GS-10 includes all classes of positions the duties
16 of which are (1) to perform, under general supervision,
17 highly difficult and responsible work along special technical,
18 supervisory, or administrative lines in office, business, or
19 fiscal administration, requiring (A) somewhat extended
20 specialized, supervisory, or administrative training and ex-
21 perience which has demonstrated capacity for sound inde-
22 pendent work, (B) thorough and fundamental knowledge
23 of a specialized and complex subject matter, or of the profes-
24 sion, art, or science involved, and (C) considerable latitude
25 for the exercise of independent judgment; or (2) to perform

1 other work of equal importance, difficulty, and responsibility,
2 and requiring comparable qualifications.

3 Grade GS-11 includes all classes of positions the duties
4 of which are (1) to perform, under general administrative
5 supervision and with wide latitude for the exercise of inde-
6 pendent judgment, work of marked difficulty and responsi-
7 bility along special technical, supervisory, or administrative
8 lines in office, business, or fiscal administration, requiring
9 (A) extended specialized, supervisory, or administrative
10 training and experience which has demonstrated important
11 attainments and marked capacity for sound independent ac-
12 tion or decision, and (B) intimate grasp of a specialized and
13 complex subject matter, or of the profession, art, or science
14 involved, or of administrative work of marked difficulty; (2)
15 with wide latitude for the exercise of independent judgment,
16 to perform responsible work of considerable difficulty requir-
17 ing somewhat extended professional, scientific, or technical
18 training and experience which has demonstrated important
19 attainments and marked capacity for independent work; or
20 (3) to perform other work of equal importance, difficulty,
21 and responsibility, and requiring comparable qualifications.

22 Grade GS-12 includes all classes of positions the duties
23 of which are (1) to perform, under general administrative
24 supervision, with wide latitude for the exercise of inde-
25 pendent judgment, work of a very high order of difficulty

1 and responsibility along special technical, supervisory, or
2 administrative lines in office, business, or fiscal administra-
3 tion, requiring (A) extended specialized, supervisory, or
4 administrative training and experience which has demon-
5 strated leadership and attainments of a high order in special-
6 ized or administrative work, and (B) intimate grasp of a
7 specialized and complex subject matter or of the profession, art,
8 or science involved; (2) under general administrative super-
9 vision, and with wide latitude for the exercise of independent
10 judgment, to perform professional, scientific, or technical
11 work of marked difficulty and responsibility requiring ex-
12 tended professional, scientific, or technical training and expe-
13 rience which has demonstrated leadership and attainments
14 of a high order in professional, scientific, or technical research,
15 practice, or administration; or (3) to perform other work of
16 equal importance, difficulty, and responsibility, and requiring
17 comparable qualifications.

18 Grade GS-13 includes all classes of positions the duties
19 of which are (1) to perform, under administrative direction
20 with wide latitude for the exercise of independent judgment
21 work of unusual difficulty and responsibility along special
22 technical, supervisory, or administrative lines, requiring ex-
23 tended specialized, supervisory, or administrative training
24 and experience which has demonstrated leadership and
25 marked attainments; (2) to serve as assistant head of a

1 major organization involving work of comparable level
2 within a bureau; (3) to perform, under administrative direc-
3 tion, with wide latitude for the exercise of independent
4 judgment, work of unusual difficulty and responsibility re-
5 quiring extended professional, scientific, or technical training
6 and experience which has demonstrated leadership and
7 marked attainments in professional, scientific, or technical
8 research, practice, or administration; or (4) to perform other
9 work of equal importance, difficulty, and responsibility, and
10 requiring comparable qualifications.

11 Grade GS-14 includes all classes of positions the duties
12 of which are (1) to perform, under general administrative
13 direction, with wide latitude for the exercise of independent
14 judgment, work of exceptional difficulty and responsibility
15 along special technical, supervisory, or administrative lines
16 which has demonstrated leadership and unusual attainments;
17 (2) to serve as head of a major organization within a bureau
18 involving work of comparable level; (3) to plan and direct
19 or to plan and execute major professional, scientific, technical,
20 administrative, fiscal, or other specialized programs, requiring
21 extended training and experience which has demonstrated
22 leadership and unusual attainments in professional, scientific,
23 or technical research, practice, or administration, or in ad-
24 ministrative, fiscal, or other specialized activities; or (4) to
25 perform consulting or other professional, scientific, technical,

1 administrative, fiscal, or other specialized work of equal
2 importance, difficulty, and responsibility, and requiring com-
3 parable qualifications.

4 Grade GS-15 includes all classes of positions the duties
5 of which are (1) to perform, under general administrative
6 direction, with very wide latitude for the exercise of inde-
7 pendent judgment, work of outstanding difficulty and re-
8 sponsibility along special technical, supervisory, or
9 administrative lines which has demonstrated leadership and
10 exceptional attainments; (2) to serve as head of a major
11 organization within a bureau involving work of comparable
12 level; (3) to plan and direct or to plan and execute special-
13 ized programs of marked difficulty, responsibility, and na-
14 tional significance, along professional, scientific, technical.
15 administrative, fiscal, or other lines, requiring extended train-
16 ing and experience which has demonstrated leadership and
17 unusual attainments in professional, scientific, or technical
18 research, practice, or administration, or in administrative.
19 fiscal, or other specialized activities; or (4) to perform con-
20 sulting or other professional, scientific, technical, adminis-
21 trative, fiscal, or other specialized work of equal importance,
22 difficulty, and responsibility, and requiring comparable
23 qualifications.

24 Grade GS-16 includes all classes of positions the duties
25 of which are (1) to perform, under general administrative

1 direction, with unusual latitude for the exercise of independ-
2 ent judgment, work of outstanding difficulty and responsi-
3 bility along special technical, supervisory, or administrative
4 lines which has demonstrated leadership and exceptional
5 attainments; (2) to serve as the head of a major organiza-
6 tion involving work of comparable level; (3) to plan and
7 direct or to plan and execute professional, scientific, technical,
8 administrative, fiscal, or other specialized programs of un-
9 usual difficulty, responsibility, and national significance, re-
10 quiring extended training and experience which has demon-
11 strated leadership and exceptional attainments in professional,
12 scientific, or technical research, practice, or administration,
13 or in administrative, fiscal, or other specialized activities; or
14 (4) to perform consulting or other professional, scientific,
15 technical, administrative, fiscal, or other specialized work of
16 equal importance, difficulty, and responsibility, and requiring
17 comparable qualifications.

18 Grade GS-17 includes all classes of positions the duties
19 of which are (1) to serve as the head of a bureau where
20 the position, considering the kind and extent of the author-
21 ities and responsibilities vested in it, and the scope, com-
22 plexity, and degree of difficulty of the activities carried on,
23 is of a high order among the whole group of positions of
24 heads of bureaus; (2) to plan and direct or to plan and
25 execute professional, scientific, technical, administrative,

1 fiscal, or other specialized programs of exceptional difficulty,
2 responsibility, and national significance, requiring extended
3 training and experience which has demonstrated exceptional
4 leadership and attainments in professional, scientific, or
5 technical research, practice, or administration, or in adminis-
6 trative, fiscal, or other specialized activities; or (3) to per-
7 form consulting or other professional, scientific, technical,
8 administrative, fiscal, or other specialized work of equal
9 importance, difficulty, and responsibility, and requiring com-
10 parable qualifications.

11 Grade GS-18 includes all classes of positions the duties
12 of which are (1) to serve as the head of a bureau where the
13 position, considering the kind and extent of the authorities
14 and responsibilities vested in it, and the scope, complexity,
15 and degree of difficulty of the activities carried on, is ex-
16 ceptional and outstanding among the whole group of posi-
17 tions of heads of bureaus; (2) to plan and direct or to plan
18 and execute frontier or unprecedented professional, scientific,
19 technical, administrative, fiscal, or other specialized programs
20 of outstanding difficulty, responsibility, and national sig-
21 nificance, requiring extended training and experience which
22 has demonstrated outstanding leadership and attainments in
23 professional, scientific, or technical research, practice, or
24 administration, or in administrative, fiscal, or other special-
25 ized activities; or (3) to perform consulting or other pro-

1 fessional, scientific, technical, administrative, fiscal, or other
2 specialized work of equal importance, difficulty, and responsi-
3 bility, and requiring comparable qualifications.

4 (b) The Crafts, Protective, and Custodial Schedule shall
5 be divided into grades of difficulty and responsibility of
6 work, as follows:

7 CRAFTS, PROTECTIVE, AND CUSTODIAL SCHEDULE

8 Grade CPC-1 includes all classes of positions the duties
9 of which are to run errands, to check parcels, or to perform
10 other light manual tasks with little or no responsibility.

11 Grade CPC-2 includes all classes of positions the duties
12 of which are to handle desks, mail sacks, and other heavy
13 objects, and to perform similar work ordinarily required of
14 unskilled laborers; to pass coal; to clean office rooms; to
15 perform regular messenger work with little responsibility; or
16 to perform other work of equal difficulty and responsibility
17 and requiring comparable qualifications.

18 Grade CPC-3 includes all classes of positions the duties
19 of which are to perform, under immediate supervision, cus-
20 todial, or office labor work with some degree of responsi-
21 bility; to operate paper-cutting, canceling, envelope-opening,
22 or envelope-sealing machines; to fire and keep up steam in

1 low-pressure boilers used for heating purposes, and to clean
2 boilers and oil machinery and related apparatus; to operate
3 passenger automobiles or light-duty trucks; to pack goods
4 for shipment; to work as leader of a group of charwomen;
5 to perform messenger work and do light manual or office-
6 labor tasks with some responsibility; to carry important
7 documents from one office to another, or attend the door
8 and private office of a public officer; or to perform other
9 work of equal difficulty and responsibility and requiring
10 comparable qualifications.

11 Grade CPC-4 includes all classes of positions the duties
12 of which are to perform, under general supervision, custodial
13 work of a responsible character; to guard office or storage
14 buildings; to supervise and direct a force of unskilled labor-
15 ers; to fire and to keep up steam in high-pressure boilers
16 and to operate other equipment used in connection with such
17 boilers; to perform general, semimechanical, new, or repair
18 work requiring some skill with hand tools; to work as craft
19 or trade helper; to operate heavy-duty trucks, semitrailers,
20 or tractor trailers; to operate a passenger automobile for a
21 department head or officer of comparable rank; to attend
22 the door of a private office of a department head or officer

1 of comparable rank; or to perform other work of equal
2 difficulty and responsibility and requiring comparable quali-
3 fications.

4 Grade CPC-5 includes all classes of positions the duties
5 of which are to guard property of great value while in
6 transit; to supervise the operation and maintenance of a
7 low-capacity heating plant and its auxiliary equipment; or
8 to perform other work of equal difficulty and responsibility
9 and requiring comparable qualifications.

10 Grade CPC-6 includes all classes of positions the duties
11 of which are to have immediate direction of a detachment
12 of building guards; to perform the work of a skilled mechanic;
13 to repair office appliances; or to perform other work of
14 equal difficulty and responsibility and requiring comparable
15 qualifications.

16 Grade CPC-7 includes all classes of positions the duties
17 of which are to assist in the general supervision of a force
18 of building guards; to work as leader of a group of skilled
19 mechanics; or to perform other work of equal difficulty and
20 responsibility and requiring comparable qualifications.

21 Grade CPC-8 includes all classes of positions the duties
22 of which are to have general supervision over a force of build-
23 ing guards; to supervise the operation of a mechanical shop;
24 to direct skilled mechanics and other employees engaged in
25 the operation and maintenance of equipment providing heat-

1 ing, ventilating, air conditioning, power, and sanitation in
2 one or more public buildings; or to perform other work of
3 equal difficulty and responsibility and requiring comparable
4 qualifications.

5 Grade CPC-9 includes all classes of positions the duties
6 of which are to direct supervisory and office assistants, me-
7 chanics, guards, elevator operators, laborers, janitors, and
8 other employees engaged in the custody, maintenance, and
9 protection of a public building; or to assist in the direction
10 of such employees when engaged in similar duties in a group
11 of buildings; or to perform other work of equal difficulty and
12 responsibility and requiring comparable qualifications.

13 Grade CPC-10 includes all classes of positions the duties
14 of which are to direct supervisory and office assistants, me-
15 chanics, guards, elevator operators, laborers, janitors, and
16 other employees engaged in the custody, maintenance, and
17 protection of a group of public buildings; or to perform other
18 work of equal difficulty and responsibility and requiring com-
19 parable qualifications.

20 SEC. 603. (a) Except as provided in subsection (c)
21 (2), the rates of basic compensation with respect to officers,
22 employees, and positions to which this Act applies shall
23 be in accordance with the schedules of per annum rates
24 contained in subsections (b) and (c) (1).

1 (b) The compensation schedule for the General Sched-
 2 ule shall be as follows:

Grade	Per annum rates						
GS-1-----	\$2, 100	\$2, 180	\$2, 260	\$2, 340	\$2, 420	\$2, 500	\$2, 580
GS-2-----	\$2, 300	\$2, 380	\$2, 460	\$2, 540	\$2, 620	\$2, 700	\$2, 780
GS-3-----	\$2, 500	\$2, 580	\$2, 660	\$2, 740	\$2, 820	\$2, 900	\$2, 980
GS-4-----	\$2, 750	\$2, 830	\$2, 910	\$2, 990	\$3, 070	\$3, 150	\$3, 230
GS-5-----	\$3, 000	\$3, 125	\$3, 250	\$3, 375	\$3, 500	\$3, 625	\$3, 750
GS-6-----	\$3, 400	\$3, 525	\$3, 650	\$3, 775	\$3, 900	\$4, 025	\$4, 150
GS-7-----	\$3, 800	\$3, 925	\$4, 050	\$4, 175	\$4, 300	\$4, 425	\$4, 550
GS-8-----	\$4, 200	\$4, 325	\$4, 450	\$4, 575	\$4, 700	\$4, 825	\$4, 950
GS-9-----	\$4, 600	\$4, 725	\$4, 850	\$4, 975	\$5, 100	\$5, 225	\$5, 350
GS-10-----	\$5, 000	\$5, 125	\$5, 250	\$5, 375	\$5, 500	\$5, 625	\$5, 750
GS-11-----	\$5, 400	\$5, 600	\$5, 800	\$6, 000	\$6, 200	\$6, 400	
GS-12-----	\$6, 400	\$6, 600	\$6, 800	\$7, 000	\$7, 200	\$7, 400	
GS-13-----	\$7, 600	\$7, 800	\$8, 000	\$8, 200	\$8, 400	\$8, 600	
GS-14-----	\$8, 800	\$9, 000	\$9, 200	\$9, 400	\$9, 600	\$9, 800	
GS-15-----	\$10, 000	\$10, 250	\$10, 500	\$10, 750	\$11, 000		
GS-16-----	\$11, 500	\$11, 750	\$12, 000	\$12, 250	\$12, 500		
GS-17-----	\$13, 000	\$13, 250	\$13, 500	\$13, 750	\$14, 000		
GS-18-----	\$15, 000						

3 (c) (1) The compensation schedule for the Crafts,
 4 Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates						
CPC-1-----	\$1, 410	\$1, 470	\$1, 530	\$1, 590	\$1, 650	\$1, 710	\$1, 770
CPC-2-----	\$2, 020	\$2, 090	\$2, 160	\$2, 230	\$2, 300	\$2, 370	\$2, 440
CPC-3-----	\$2, 160	\$2, 240	\$2, 320	\$2, 400	\$2, 480	\$2, 560	\$2, 640
CPC-4-----	\$2, 400	\$2, 480	\$2, 560	\$2, 640	\$2, 720	\$2, 800	\$2, 880
CPC-5-----	\$2, 640	\$2, 720	\$2, 800	\$2, 880	\$2, 960	\$3, 040	\$3, 120
CPC-6-----	\$2, 880	\$2, 960	\$3, 040	\$3, 120	\$3, 200	\$3, 280	\$3, 360
CPC-7-----	\$3, 100	\$3, 200	\$3, 300	\$3, 400	\$3, 500	\$3, 600	\$3, 700
CPC-8-----	\$3, 400	\$3, 525	\$3, 650	\$3, 775	\$3, 900	\$4, 025	\$4, 150
CPC-9-----	\$3, 775	\$3, 900	\$4, 025	\$4, 150	\$4, 275	\$4, 400	\$4, 525
CPC-10-----	\$4, 150	\$4, 275	\$4, 400	\$4, 525	\$4, 650	\$4, 775	\$4, 900

5 (2) Charwomen working part time shall be paid at
 6 the rate of \$2,300 per annum, and head charwomen work-
 7 ing part time at the rate of \$2,440 per annum.

1 (d) Whenever payment is made on the basis of a daily,
2 hourly, weekly, or monthly rate, such rate shall be computed
3 from the appropriate annual rate specified in subsection (b)
4 or (c) by the method prescribed in section 604 (d) of
5 the Federal Employees Pay Act of 1945.

6 (e) For the purposes of this Act, the fourth salary
7 rate in grades 11, 12, 13, and 14 of the General Schedule
8 shall be considered the middle rate.

9 SEC. 604. (a) For the purpose of making initial adjust-
10 ments to the classification grades provided in this Act, posi-
11 tions which are required to be compensated in accordance
12 with this Act and which were immediately prior to the effec-
13 tive date of this title in the professional and scientific service,
14 the subprofessional service, the clerical, administrative, and
15 fiscal service, or the crafts, protective, and custodial service
16 of the Classification Act of 1923, as amended, are hereby
17 allocated to corresponding grades of the General Schedule or

1 the Crafts, Protective, and Custodial Schedule as set forth
 2 below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General schedule	Crafts, protective, and custodial schedule
	1			GS-1	
	2	1		GS-1	
	3	2		GS-2	
	4	3		GS-3	
	5	4		GS-4	
1	6	5		GS-5	
	7	6		GS-6	
2	8	7		GS-7	
		8		GS-8	
3		9		GS-9	
		10		GS-10	
4		11		GS-11	
5		12		GS-12	
6		13		GS-13	
7		14		GS-14	
8		15		GS-15	
			1		CPC-1
			2		CPC-2
			3		CPC-3
			4		CPC-4
			5		CPC-5
			6		CPC-6
			7		CPC-7
			8		CPC-8
			9		CPC-9
			10		CPC-10

3 (b) The rates of basic compensation of officers and em-
 4 ployees to whom this Act applies shall be initially adjusted
 5 as follows:

6 (1) In all cases where the number of pay rates
 7 within a grade specified in this Act is the same as in
 8 the corresponding grade of the Classification Act of
 9 1923, as amended, employees shall have the same rela-

1 tive pay rate of the new grade, except as provided in
2 paragraphs (2) and (10) of this subsection.

3 (2) Employees in Grade 2 of the subprofessional
4 service immediately prior to the effective date of this
5 title, at the first, second, third, fourth, fifth, sixth, and
6 seventh rate shall have the second, third, fourth, fifth,
7 sixth, sixth, and seventh rate, respectively, of Grade 1
8 of the General Schedule.

9 (3) Employees in Grade 1 of the crafts, protective,
10 and custodial service immediately prior to the effective
11 date of this title, at the first, second, third, fourth, and
12 fifth rate shall have the first, third, fourth, sixth, and
13 seventh rate, respectively, of Grade 1 of the Crafts, Pro-
14 tective, and Custodial Schedule.

15 (4) Employees in Grades 2 and 3 of the crafts,
16 protective, and custodial service immediately prior to the
17 effective date of this title, shall have the same relative
18 pay rate of the first six rates of Grades 2 and 3, respec-
19 tively, of the Crafts, Protective, and Custodial Schedule.

20 (5) Employees in grade 4 of the professional and
21 scientific service and grade 11 of the clerical, adminis-
22 trative, and fiscal service immediately prior to the
23 effective date of this title, at the first, second, third,
24 fourth, and fifth rate shall have the first, second, third,

fourth, and sixth rate, respectively, of grade 11 of the General Schedule.

(6) Employees in grade 5 of the professional and scientific service and grade 12 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 12 of the General Schedule.

(7) Employees in grade 6 of the professional and scientific service and grade 13 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 13 of the General Schedule.

(8) Employees in grade 7 of the professional and scientific service and grade 14 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fifth, and sixth rate, respectively, of grade 14 of the General Schedule.

(9) Employees in Grade 8 of the professional and scientific service and Grade 15 of the clerical, adminis-

trative, and fiscal service immediately prior to the effective date of this title, at the first and second rate of the grade shall have the third rate of Grade 15 of the General Schedule.

(10) Employees receiving a rate of basic compensation, authorized by law, immediately prior to the effective date of this title, in excess of the appropriate new rate of the grade as determined under paragraphs (1) to (9), inclusive, may continue to receive such rate so long as they remain in the same position and grade, but when any such position becomes vacant, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act.

SEC. 605. Any increase in rate of basic compensation by reason of the enactment of this title shall not be regarded as an "equivalent increase" in compensation within the meaning of section 701.

TITLE VII—STEP-INCREASES

SEC. 701. (a) Each officer or employee compensated on a per annum basis, and occupying a permanent position within the scope of the compensation schedules fixed by this Act, who has not attained the maximum scheduled rate of compensation for the grade in which his position is placed, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay

1 period following the completion of (1) each fifty-two calen-
2 dar weeks of service if his position is in a grade in which
3 the step-increases are less than \$200, or (2) each seventy-
4 eight calendar weeks of service if his position is in a grade
5 in which the step-increases are \$200 or more, subject to
6 the following conditions:

7 (A) That no equivalent increase in compensation
8 from any cause was received during such period, except
9 increase made pursuant to section 702;

10 (B) That his current efficiency rating is "good" or
11 better than "good";

12 (C) That the service and conduct of such officer or
13 employee are certified as being otherwise satisfactory
14 by the department; and

15 (D) That the benefit of successive step-increases
16 shall be preserved, under regulations issued by the Com-
17 mission, for officers and employees whose continuous
18 service is interrupted in the public interest by service
19 with the armed forces or by service in essential non-
20 Government civilian employment during a period of
21 war or national emergency.

22 (b) The term "good" as used in this title shall have the
23 same meaning as when used in the systems of efficiency
24 rating established pursuant to title IX of this Act.

25 SEC. 702. (a) Within the limit of available appropri-

ations and in accordance with standards promulgated by the Commission, each department is authorized, subject to prior approval by the Commission (except as provided in subsection (b)), to make additional step-increases as a reward for superior accomplishment, but no officer or employee shall be eligible for more than one such additional step-increase within each of the time periods specified in section 701 (a) .

(b) The Commission is authorized to delegate to any department the authority to make the additional step-increases provided for in this section, without prior approval in individual cases by the Commission. The Commission may withdraw or suspend such authority whenever review of such actions by the Commission indicates that standards promulgated by the Commission have not been observed, and may restore such authority whenever it is satisfied that subsequent actions will be taken in conformance with such standards.

(c) Each department shall report to the Commission all actions taken under this section, together with the reasons therefor. The Commission shall submit an annual report to Congress covering the numbers and types of actions taken under this section.

SEC. 703. (a) Subject to subsection (b) , and as a reward for long and faithful service, each department shall grant an additional step-increase (to be known as a lon-

1 gevity step-increase) beyond the maximum scheduled rate of
2 the grade in which his position is placed, to each officer or
3 employee for each four years of continuous service completed
4 by him at such maximum rate or at a rate in excess thereof
5 authorized by this section without change of grade or rate
6 of basic compensation except such change as may be pre-
7 scribed by any provision of law of general application.

8 (b) (1) No officer or employee shall be entitled to a
9 longevity step-increase while holding a position in any grade
10 above Grade 10 of the General Schedule.

11 (2) No officer or employee shall receive a longevity
12 step-increase unless his current efficiency rating is "good"
13 or better than "good", and his service and conduct are certi-
14 fied as being otherwise satisfactory by the department.

15 (3) No officer or employee shall receive more than one
16 longevity step-increase for any four years of continuous
17 service.

18 (4) Each longevity step-increase shall be equal to the
19 largest step between any two consecutive rates of the grade
20 in which the position of the officer or employee is placed.

21 (5) Not more than three successive longevity step-
22 increases may be granted to any officer or employee.

23 (c) When an officer or employee, receiving basic com-
24 pensation at a rate in excess of the maximum scheduled
25 rate for his grade under section 604 (b) (10) or any other

1 provision of law, is eligible for his first longevity step-
2 increase beyond the maximum rate of such grade he shall—

3 (1) receive total basic compensation which is equal
4 to the basic compensation at the maximum scheduled
5 rate for his grade plus such first longevity step-increase,
6 or

7 (2) continue to receive compensation at such rate
8 in excess of the maximum scheduled rate for his grade,
9 if the compensation at such rate is higher than the total
10 basic compensation specified in paragraph (1).

11 In case any such officer or employee receiving compensa-
12 tion under paragraph (2) is eligible for a subsequent suc-
13 cessive longevity step-increase, he shall—

14 (A) receive the same total basic compensation
15 which he would be entitled to receive after such sub-
16 sequent longevity step-increase, if his total basic com-
17 pensation had, at the time he was eligible for his first
18 longevity step-increase, been determined under para-
19 graph (1), or

20 (B) continue to receive compensation under para-
21 graph (2) if such compensation is higher than the total
22 basic compensation specified in paragraph (A).

23 SEC. 704. In computing length of service for the pur-
24 poses of this title, service immediately preceding the effec-
25 tive date of this title shall be counted toward (1) one step-

1 increase under section 701 and one additional step-increase
2 under section 702, or (2) longevity step-increases under
3 section 703, as the case may be.

4 SEC. 705. This title shall not apply to the compensation
5 of persons appointed by the President, by and with the
6 advice and consent of the Senate.

7 TITLE VIII—GENERAL COMPENSATION RULES

8 SEC. 801. All new appointments shall be made at the
9 minimum rate of the appropriate class or grade.

10 SEC. 802. (a) The rate of basic compensation to be re-
11 ceived by any officer or employee to whom this Act applies
12 shall be governed by regulations issued by the Commission
13 in conformity with this Act when—

14 (1) he is transferred from a position to which this
15 Act does not apply;

16 (2) he is transferred from any position to which
17 this Act applies to another such position;

18 (3) he is demoted to a position in a lower class
19 or grade;

20 (4) he is reinstated, reappointed, or reemployed;

21 (5) his type of appointment is changed;

22 (6) his employment status is otherwise changed; or

23 (7) his position is changed from one class or grade
24 to another class or grade.

25 (b) Any officer or employee who is promoted or trans-

1 ferred to a position in a higher class or grade shall receive
2 basic compensation at the lowest rate of the higher class or
3 grade which is at least one step-increase above his existing
4 rate of basic compensation. If, in the case of any officer or
5 employee so promoted or transferred who is receiving (1)
6 one or more longevity step-increases under section 703, or
7 (2) basic compensation at a rate in excess of the maximum
8 scheduled rate for his grade under section 604 (b) (10)
9 or any other provision of law, there is no rate in such
10 higher class or grade which is at least one step-increase
11 above his existing rate of basic compensation, he shall re-
12 ceive (A) the maximum scheduled rate of such higher
13 grade, or (B) his existing rate of basic compensation,
14 whichever rate is the higher.

15 SEC. 803. (a) Whenever the Commission shall find
16 (1) that a sufficient number of qualified eligibles for posi-
17 tions in a given class cannot be secured in one or more areas
18 or locations at the existing minimum rate for such class,
19 and (2) that a sufficient number of such eligibles can be
20 secured by increasing the minimum rate for such class in
21 such areas or locations to a rate not higher than the middle
22 rate of the grade in which such class is placed, the Com-
23 mission may, by regulation, establish such higher rate as
24 the minimum rate for that class in each area or location
25 concerned. Each such regulation shall specify the date, not

1 more than one year from the date of issuance, when it shall
2 cease to be effective unless extended by another such
3 regulation.

4 (b) Minimum rates established under subsection (a)
5 shall be duly published by regulation and, subject to subsec-
6 tion (a), may be revised from time to time by the Commis-
7 sion. The Commission shall submit an annual report to
8 Congress of such actions or revisions, together with the
9 reasons therefor. Such actions or revisions shall have the
10 force and effect of law.

11 (c) Any increase in rate of basic compensation result-
12 ing from the establishment of new minimum rates under
13 this section shall not be regarded as an "equivalent increase"
14 in compensation within the meaning of section 701.

15 TITLE IX—EFFICIENCY RATINGS

16 SEC. 901. (a) The Commission shall establish and may
17 revise uniform systems of efficiency rating for the appraisal
18 of the service of officers and employees in positions in the
19 classes and grades provided by this Act. Such systems shall
20 set forth degrees of efficiency which shall constitute ground
21 for (1) the recognition of outstanding performance, (2) the
22 granting of increases in the rate of compensation, (3) con-
23 tinuance at the existing rate of compensation, (4) decrease
24 in the rate of compensation of officers and employees who
25 at the time are above the middle rate for the grade in which

1 their positions are placed, and (5) removal from the position
2 or dismissal from the service.

3 (b) Each department shall rate in accordance with such
4 systems the efficiency of each officer or employee under its
5 jurisdiction. Ratings shall be open to inspection by repre-
6 sentatives of the Commission and by officers and employees
7 of the department in accordance with regulations issued by
8 the Commission. Each officer or employee shall have the
9 right to inspect the detailed report of his own rating.

10 (c) Reductions in compensation, removals from posi-
11 tions, or dismissals from the service shall be made by the
12 departments whenever the efficiency ratings warrant.

13 SEC. 902. (a) There shall be established in each de-
14 partment one or more boards of review each of which shall
15 be composed of three members. One member, who shall
16 serve as chairman, shall be designated by the Commission;
17 one member shall be designated by the department con-
18 cerned; and one member shall be designated by the officers
19 and employees of the department concerned in such manner
20 as may be determined by the Commission.

21 (b) Alternate members shall be designated in the same
22 manner as their respective principal members. The boards
23 of review shall meet at the call of their respective chairmen
24 for the purpose of considering and passing upon the merits
25 of such efficiency ratings assigned to officers and employees

1 as may be submitted to such boards of review as hereinafter
2 provided.

3 (c) Any officer or employee shall, upon written request
4 to the chairman of the appropriate board of review of his
5 department, be entitled as a matter of right to a hearing and
6 a review by such board of review of his efficiency rating.
7 At the hearing the officer or employee, and such representa-
8 tive as he may designate, and such representatives of
9 the department as may be designated by the depart-
10 ment, shall be afforded an opportunity (1) to submit orally
11 or in writing any information deemed by the board of re-
12 view to be pertinent to the case, and (2) to hear or examine,
13 and reply to, any such information submitted to such board
14 by other parties. After any such hearing the board may
15 make such adjustment in any such efficiency rating as it
16 may find to be proper.

17 TITLE X—GENERAL PROVISIONS

18 SEC. 1001. The Commission is hereby authorized to
19 issue such regulations as may be necessary for the admin-
20 istration of this Act.

21 SEC. 1002. The Commission shall prepare and submit
22 to the President an annual report with respect to the rates
23 of compensation under, and the administration of, this Act.
24 The President shall submit an annual report to Congress
25 which shall contain, among other matters, such recommenda-

1 tions, based upon the report of the Commission, as he may
2 deem advisable.

3 SEC. 1003. In the administration of this Act, there shall
4 be no discrimination with respect to any person, or with
5 respect to the position held by any person, on account of
6 sex, marital status, race, creed, or color.

7 SEC. 1004. Nothing in this Act shall be construed to
8 affect the application to officers and employees to whom this
9 Act applies of the veteran-preference provisions in the Civil
10 Service Act, as amended, and the Veterans' Preference Act
11 of 1944, as amended.

12 SEC. 1005. (a) Except as provided in subsection (b) —

13 (1) titles VI, VII, VIII, and XI shall take effect
14 on the first day of the first pay period which begins
15 after the date of enactment of this Act;

16 (2) all other provisions of this Act shall take effect
17 upon enactment.

18 (b) With respect to any position which, immediately
19 prior to the date of enactment of this Act, is not subject
20 to the Classification Act of 1923, as amended (including
21 positions in Grade 9 of the professional and scientific service
22 or in Grade 16 of the clerical, administrative, and fiscal
23 service referred to in section 13 of such Act), but to which
24 this Act applies, this Act shall take effect on a date specified
25 by the Commission, but not later than the first day of the

1 first pay period which begins after six months following the
2 date of enactment of this Act. An officer or employee occupy-
3 ing any such position on such effective date, and receiving
4 basic compensation at a rate in excess of the appropriate
5 rate of the grade in which such position is placed, shall,
6 except by reason of the operation of title V, continue to re-
7 ceive compensation at such rate so long as he remains in
8 the same position and grade, but when any such position
9 becomes vacant, the rate of basic compensation of any sub-
10 sequent appointee shall be fixed in accordance with this Act.

11 SEC. 1006. There are hereby authorized to be appro-
12 priated such sums as may be necessary to carry out the pro-
13 visions of this Act.

14 TITLE XI—MISCELLANEOUS PROVISIONS

15 SEC. 1101. (a) Section 603 (b) of the Federal Em-
16 ployees Pay Act of 1945, as amended, is hereby amended
17 by striking out “\$10,330” and inserting in lieu thereof
18 \$10,500”.

19 (b) Section 7 (b) of the Federal Employees Pay Act
20 of 1946, as amended, is hereby amended by striking out
21 “\$10,330” and inserting in lieu thereof “\$10,500”.

22 (c) Section 303 (c) of the Postal Rate Revision and
23 Federal Employees Salary Act of 1948 is hereby amended
24 by striking out “\$10,330” and inserting in lieu thereof
25 “\$10,500”.

1 SEC. 1102. The following laws and parts of laws are
2 hereby repealed:

3 (1) The Classification Act of 1923, as amended;

4 (2) Public Resolution Numbered 36, Sixty-eighth Con-
5 gress, approved June 7, 1924 (43 Stat. 669) ;

6 (3) Public, Numbered 555, Seventieth Congress,
7 approved May 28, 1928 (45 Stat. 776), as amended;

8 (4) Public, Numbered 523, Seventy-first Congress,
9 approved July 3, 1930 (46 Stat. 1003), as amended;

10 (5) Sections 505, 506, 507, 508, and 509 of the
11 Economy Act, approved June 30, 1932 (47 Stat. 416) ;

12 (6) Sections 3, 4, 5, 6, and 7 of Public, Numbered
13 880, Seventy-sixth Congress, approved November 26, 1940
14 (54 Stat. 1212), as amended;

15 (7) Public Law 200, Seventy-seventh Congress, ap-
16 proved August 1, 1941 (55 Stat. 613) ;

17 (8) The second proviso in section 3 of the Legislative
18 Pay Act of 1929, as amended (55 Stat. 615) ;

19 (9) Public Law 694, Seventy-seventh Congress, ap-
20 proved August 1, 1942 (56 Stat. 733) ;

21 (10) Title IV of the Federal Employees Pay Act of
22 1945, approved June 30, 1945 (59 Stat. 298) ; and

23 (11) Sections 2 and 12 of the Federal Employees Pay
24 Act of 1946, approved May 24, 1946 (60 Stat. 216, 219).

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

By Mr. MURRAY of Tennessee

APRIL 11, 1949

Referred to the Committee on Post Office and Civil Service

(3) Association of the United States, by constitutional process, with such regional and other collective arrangements as are based on continuous and effective self-help and mutual aid, and as affecting its national security.

(4) Contributing to the maintenance of peace by making clear its determination to exercise the right of individual or collective self-defense under article 51 should any armed attack occur affecting its national security.

(5) Maximum efforts to obtain agreements to provide the United Nations with armed forces as provided by the Charter, and to obtain agreement among member nations upon universal regulation and reduction of armaments under adequate and dependable guaranty against violation.

(6) That a duly certified copy of this resolution be presented to Ambassador Warren R. Austin of the United Nations as a greeting from his native State; thereby conveying to him its commendation for, and its appreciation of, his accomplishments toward universal peace among all nations.

(7) The secretary of state is hereby directed to transmit a duly authenticated copy of this resolution to the President of the United States and to the members of the Vermont delegation in Congress.

HAROLD J. ARTHUR,
President of the Senate.
J. HAROLD STACEY,

Speaker of the House of Representatives.
Approved March 17, 1949.

ERNEST W. GIBSON,
Governor.

REPORTS OF COMMITTEES

The following reports of committees were submitted:

By Mr. O'MAHONEY, from the Committee on Interior and Insular Affairs:

S. 353. A bill to protect scenic values along and tributary to Aspen Basin Road, and contiguous scenic area, within the Santa Fe National Forest, N. Mex.; without amendment (Rept. No. 324);

S. 812. A bill to protect scenic values along Oak Creek Canyon and certain tributaries thereof within the Coconino National Forest, Ariz.; without amendment (Rept. No. 325);

H. R. 1029. A bill authorizing the Secretary of the Interior to issue a patent in fee to Howard C. Heckenlively; without amendment (Rept. No. 326);

H. R. 1030. A bill authorizing the Secretary of the Interior to issue a patent in fee to Francis Howe; without amendment (Rept. No. 327);

H. R. 1109. A bill authorizing the Secretary of the Interior to issue a patent in fee to Phena M. Anderson; without amendment (Rept. No. 328); and

H. R. 1281. A bill authorizing the Secretary of the Interior to issue a patent in fee to Leslie Paul Schroeder; without amendment (Rept. No. 329).

By Mr. LONG, from the Committee on Post Office and Civil Service:

H. R. 20. A bill to amend the act of August 1, 1947, as amended, to authorize the creation of 10 professional and scientific positions in the headquarters and research stations of the National Advisory Committee for Aeronautics; without amendment (Rept. No. 330).

ENROLLED BILLS PRESENTED

The Secretary of the Senate reported that on today, May 4, 1949, he presented to the President of the United States the following enrolled bills:

S. 227. An act for the relief of Stone & Cooper Coal Co., Inc.;

S. 635. An act to increase the fees of witnesses in the United States courts and be-

fore United States commissioners, and for other purposes;

S. 796. An act to establish the grade of General of the Air Force, and for other purposes; and

S. 850. An act conferring United States citizenship, posthumously upon Vaso B. Benderach.

BILLS AND JOINT RESOLUTION INTRODUCED

Bills and a joint resolution were introduced, read the first time, and, by unanimous consent, the second time, and referred, as follows:

By Mr. TYDINGS:

S. 1759. A bill to amend section 312 of the Officer Personnel Act of 1947, as amended, so as to provide for the retention of certain officers of the Medical and Dental Corps of the Navy; to the Committee on Armed Services.

By Mr. THOMAS of Oklahoma:

S. 1760. A bill to amend section 101 (b) of the Department of Agriculture Organic Act of 1944 (58 Stat. 734, 7 U. S. C. 429); to the Committee on Agriculture and Forestry.

By Mr. IVES:

S. 1761. A bill for the relief of Anita Bloom; to the Committee on the Judiciary.

(Mr. LONG (by request) introduced Senate bill 1762, to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system of fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, which was referred to the Committee on Post Office and Civil Service, and appears under a separate heading.)

By Mr. MAGNUSON:

S. 1763. A bill providing for the use of Yakima Tribal funds with the consent of the Secretary of the Interior and the Yakima Tribal and General Councils of the Yakima Tribe, Washington, and for other purposes; to the Committee on Interior and Insular Affairs.

S. 1764. A bill for the relief of George K. Haviland; to the Committee on the Judiciary.

S. 1765. A bill to amend section 1 of the act entitled "An act to amend section 624 of the Public Health Service Act so as to provide a minimum allotment of \$100,000 to each State for the construction of hospitals" (Public Law 830, 80th Cong.); to the Committee on Labor and Public Welfare.

(Mr. MORSE introduced Senate bill 1766, providing for the disposition of 50 percent of the grazing receipts from certain public lands, and for other purposes, which was referred to the Committee on Interior and Insular Affairs, and appears under a separate heading.)

By Mr. LANGER:

S. 1767. A bill to facilitate the cashing of salary checks of railway postal clerks in New York City; to the Committee on Post Office and Civil Service.

By Mr. JOHNSON of Colorado (by request):

S. 1768. A bill to amend the Communications Act of 1934, as amended, to require civil aircraft of the United States operated in overseas air commerce or in foreign air commerce to be equipped with radio installations and to carry qualified radio operators; to the Committee on Interstate and Foreign Commerce.

By Mr. MAGNUSON:

S. J. Res. 88. Joint resolution making an appropriation to promote the settlement and development of the Territory of Alaska by facilitating the construction of necessary housing therein, and for other purposes; to the Committee on Appropriations.

STANDARD SCHEDULE OF RATES OF BASIC COMPENSATION FOR CERTAIN GOVERNMENT EMPLOYEES

Mr. LONG. Mr. President, by request, I introduce for appropriate reference a bill to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government, and so forth. It is my understanding that this bill more or less represents the administration's point of view on this subject. I ask unanimous consent to have printed in the RECORD a copy of a letter addressed to the Vice President by the President of the United States Civil Service Commission, dated May 4, 1949, explanatory of the bill.

The VICE PRESIDENT. The bill will be received and appropriately referred, and, without objection, the letter will be printed in the RECORD.

The bill (S. 1762) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, introduced by Mr. LONG (by request), was read twice by its title, and referred to the Committee on Post Office and Civil Service.

The letter presented by Mr. LONG is as follows:

UNITED STATES CIVIL SERVICE
COMMISSION.

Washington, D. C., May 4, 1949.

HON. ALBEN W. BARKLEY,
The Vice President,
United States Senate.

DEAR VICE PRESIDENT BARKLEY: We transmit herewith a draft of a proposed bill to amend and supersede all of the provisions of the Classification Act of 1923, as amended, except section 9 of that act as amended, which requires the establishment and use of efficiency ratings. We intend to propose a separate measure dealing with the problem of appraising the performance of employees.

The problem of appraising employee performance—whether such appraisals are expressed as "efficiency ratings" or otherwise—is and should be service-wide and is and should be closely interlocked with efficient and productive management in all departments and agencies, whether under the Classification Act or not. Thus, a legislative measure of broader agency and position coverage is more appropriate than a proposed classification act and pay bill.

The Classification Act of 1923, as amended, is the principal Federal statute governing rates of pay for Federal white-collar workers, outside the postal service and the Foreign Service under the State Department. As of July 1, 1948, the salaries of about 830,330 employees in the Federal Government and in the District of Columbia municipal government were fixed under its provisions. About 82 percent of these are in the field service and about 18 percent in the departmental service. Because of the fact that certain existing exemptions are not continued by the bill, we estimate that about 25,000 additional positions will be covered.

These 885,000 employees are located in nearly every department and agency, in the District of Columbia, each of the 48 States, Territories, and possessions, and in foreign countries. The work which they do covers a wide variety of occupations and activities—professional, scientific, technical, adminis-

trative, supervisory, clerical, maintenance, and protective. All levels of difficulty and responsibility are represented, from that of a routine clerical worker to that of a bureau head or the head of a regional or other office in the field service.

Originally enacted on March 4, 1923, effective July 1, 1924, the Classification Act has been amended or directly supplemented by the provisions of 11 other acts of Congress and indirectly amended, supplemented, or referred to, by the provisions of many other statutes, including organic and appropriation acts.

Because of the repeated amendment of various parts of the basic act and the supplemental effect of later law, it is highly desirable from an operating and a legal standpoint to bring together the provisions of existing law and to eliminate those provisions which are obsolete or which have been completely executed.

More important than this is the desirability of reviewing and improving the policies underlying the provisions of the Classification Act and the procedures required by existing law, with a view to bringing such policies closer to the needs of the Government as now constituted and simplifying and coordinating such procedures.

The proposed bill seeks to accomplish those objectives.

We recommend the proposed bill for consideration and enactment by the Congress. We have been advised that this proposal is in accordance with the President's financial and administrative program.

By direction of the Commission:

Sincerely yours,

HARRY B. MITCHELL,

President.

DISPOSITION OF GRAZING RECEIPTS FROM CERTAIN PUBLIC LANDS

Mr. MORSE. Mr. President, I introduce for appropriate reference a bill providing for the disposition of 50 percent of the grazing receipts from certain public lands, and for other purposes, and I ask unanimous consent that an explanatory statement prepared by me be printed in the RECORD.

The VICE PRESIDENT. The bill will be received and appropriately referred, and, without objection, the explanatory statement will be printed in the RECORD.

The bill (S. 1766) providing for the disposition of 50 percent of the grazing receipts from certain public lands, and for other purposes, introduced by Mr. MORSE, was read twice by its title, and referred to the Committee on Interior and Insular Affairs.

The explanatory statement presented by Mr. MORSE is as follows:

STATEMENT BY SENATOR MORSE

During the past several years we have heard a great deal of discussion about the condition of the grass-type lands in our western national forests. Out of these discussions and arguments have come the following indisputable facts:

1. About 50 percent of the national forest lands in the 11 Western States do not carry livestock; yet much of this acreage needs to be reseeded to grass.

2. During the past 25 years the Forest Service has cut in half the number of livestock permitted to graze on our western forests; yet the grass crop is not improving because of other important factors such as rodents, unequal distribution due to lack of drift fences, flash floods, the coming of thickets of underbrush and other causes.

3. The Federal Government, as proprietor, places all annual receipts from this property in the Treasury and does not have a long-range financial plan for discharging any of

the automatic financial responsibilities of ownership of this real property other than fire protection and the payment of taxes.

4. Several million acres of western national forest acreage need to be reseeded to grass. The experimental work has been done. From now on it is primarily a case of furnishing the financial tools with which to do the job.

5. Much of this acreage will not again produce grass unless a crop is first sown by artificial methods.

6. As a result of long-time experiments, we now find thousands of acres of western range land, both private and public, have been reseeded. I have seen some tracts that were reseeded as long as 10 years ago. Erosion has been retarded, stream flow regulated, and the per-acre production of wildlife and of meat substantially increased.

7. The sagebrush can and should be removed on the bench lands below the timber line. One hundred years ago, when Captain Fremont crossed my State, the sage plant was so unusual that he made a note of its presence in his diary whenever he encountered it. Today the sagebrush covers 25 percent of Oregon and is rapidly choking out the grass. The same can be said of the other 10 Western States.

8. Public ownership of property achieves no purpose when the public sets a bad instead of a good example of husbandry.

9. Congress has spent millions providing a soil-conservation instruction program designed to teach better methods to the owners of our Nation's farms and ranches. The time has arrived when the Government, as the owner of 1 acre out of 2 in the 11 Western States, should commence to practice what it preaches.

Nothing will be gained if we in the Congress and those on the outside continue to argue back and forth as to the basic cause of this set of facts that I have summarized. As we argue, the soil, without a good grass-root structure to hold it in place, is washing out to sea. My purpose in introducing legislation on this subject, is to urge the Congress to get on with the job of rehabilitating this land without delay.

Let us look at this problem in terms of food production. Beefsteak always costs too much in the opinion of the housewife. It is obvious that we automatically drive the price higher as we cut the volume of production. Prof. E. R. Jackman, of Oregon State College, one of our western experts on range grasses and problems, writing in the January 1949 issue of the Country Gentleman, reports that we are losing 200,000,000 pounds of meat a year from the American dinner table because of the unsatisfactory condition of our western national forest lands that are adaptable to grazing.

At the present rate of reduction in production, says Professor Jackman, there will be no grazing on the national forests at the end of 25 years; and that will mean the loss of an additional 200,000,000 pounds, or a total of 400,000,000 pounds of meat a year. My bill will expedite Professor Jackman's suggestions as to the corrective measures that should be undertaken.

The bill I am introducing today is designed to provide automatically, so far as the Congress can, funds for a 10-year period with which to start the rehabilitation of this vast acreage. Ten years from now, or sooner if it desires, the Congress can again review this subject. Aggressive action today so that there will be more natural resources tomorrow for all is preferable to continued argument over the division of less and less.

I can think of no better way to guarantee the appropriation of funds for this necessary reseeding work than to earmark for this purpose 50 percent of the annual receipts from national forest grazing permits in the 11 western States. The following table, supplied at my request by the Forest Service, shows the grazing receipts received from each

of the 11 Western States during the past fiscal year:

Grazing receipts from national forests, Western States, fiscal year of 1948

Arizona	\$313,570.25
California	236,363.01
Colorado	484,299.44
Idaho	345,549.01
Montana	284,467.82
Nevada	133,922.50
New Mexico	166,291.59
Oregon	193,431.21
Utah	323,471.56
Washington	48,385.01
Wyoming	272,484.35
Total	2,802,235.75

I am recommending that for the next 10 years we guarantee, so far as we can, that at least this modest sum shall be plowed back into these properties which produced them. Certainly that seems fair. A landlord who takes everything and puts little or nothing back cannot be expected to be popular out in the wide open spaces any more than he would be here in Washington renting to a Member of this body.

Bear in mind that the tenant of these lands is discouraged from making improvements on them at his own expense. If the Congress should supply additional funds through other legislation, the goal will be reached much sooner. The time has arrived when the obligation of the public, as a property owner, must be fixed, because all wealth and all taxes come through the application of capital and labor to the natural resources.

To those who urge further reduction in livestock numbers, I say that although the number has been cut in half and the size of the national forest pasture increased by several million acres, we still face this problem of saving the surface in order to save all. The predominant crop of the West is grass and the universal industry is that of raising livestock for your table and mine. The demand from any quarter that the scope of this essential business be reduced lodges trouble at your door and mine. We cannot afford a further reduction at this time in the source of our food and fibre. Furthermore, the doctrine of scarcity has never been popular in this country. The way to attack this problem, I believe, is to make two blades of grass grow where one grew before.

I wish to close by placing emphasis upon the provisions in the bill which authorize the Government to cooperate with public and private land owners in a reseeding program. Range reseeding machinery is very expensive because it is not mass produced and because of the hazards of the terrain. Once the job is done, an owner has no further immediate use for it. Consequently, the average western rancher cannot afford to make the capital investment necessary to rehabilitate and otherwise conserve his grass acreage. By permitting the Forest Service, as provided in my bill, to do the entire job in a selected area, under contract with the owner of the private land and upon payment of the actual cost, we thereby foster the job of conservation at no increased cost to the public purse. Stockmen and wildlife groups in my State have asked us to provide a cooperative reseeding plan embracing all owners where the national forest lands are intermingled with State, county, and private property. My bill presents such a plan, which I hope will prove to be acceptable.

The text of the bill is as follows:

"Be it enacted, etc., that 50 percent of the gross grazing receipts during each fiscal year within the period beginning July 1, 1949, and ending June 30, 1959, from national forest lands located within each of the States of Washington, Idaho, Oregon, Montana, Wyoming, Utah, Colorado, New Mexico, Arizona, Nevada, and California shall be available to the Secretary of Agriculture during the suc-

81ST CONGRESS
1ST SESSION

S. 1762

IN THE SENATE OF THE UNITED STATES

MAY 4 (legislative day, APRIL 11), 1949

Mr. LONG (by request) introduced the following bill; which was read twice and referred to the Committee on Post Office and Civil Service

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the "Position-Classification
4 and Pay Act of 1949".

5 TITLE I—DECLARATION OF POLICY

6 SEC. 101. It is the purpose of this Act to provide a
7 plan for classification of positions and for rates of basic
8 compensation whereby—

(1) in determining the rate of basic compensation which an officer or employee shall receive, (A) the principle of equal pay for substantially equal work shall be followed, and (B) variations in rates of basic compensation paid to different officers and employees shall be in proportion to substantial differences in the difficulty, responsibility, and qualification requirements of the work performed and to the contributions of officers and employees to efficiency and economy in the service; and

(2) individual positions shall, in accordance with their duties, responsibilities, and qualification requirements, be so grouped and identified by classes and grades, as defined in section 301, and the various classes shall be so described in published standards, as provided for in title IV, that the resulting position-classification system can be used in all phases of personnel administration.

TITLE II—COVERAGE AND EXEMPTIONS

SEC. 201. (a) For the purposes of this Act, the term “department” includes (1) the executive departments; (2) the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States; (3) the Administrative Office of the United States Courts; (4) the Library of Congress; (5) the Botanic Garden; (6) the Government Printing Office; (7) the Gen-

1 eral Accounting Office; (8) the Office of the Architect of
2 the Capitol; and (9) the municipal government of the
3 District of Columbia.

4 (b) Subject to the exemptions specified in section 202,
5 this Act shall apply to all civilian positions, officers, and
6 employees in or under the departments.

7 SEC. 202. This Act shall not apply to—

8 (1) the field service of the Post Office Department,
9 for which the salary rates are fixed by Public Law
10 134, Seventy-ninth Congress, approved July 6, 1945,
11 as amended and supplemented;

12 (2) the Foreign Service of the United States under
13 the Department of State, for which the salary rates are
14 fixed by the Foreign Service Act of 1946;

15 (3) physicians, dentists, nurses, and other em-
16 ployees in the Department of Medicine and Surgery in
17 the Veterans' Administration, whose compensation is
18 fixed under Public Law 293, Seventy-ninth Congress,
19 approved January 3, 1946;

20 (4) teachers, school officers, and employees of the
21 Board of Education of the District of Columbia, whose
22 compensation is fixed under the District of Columbia
23 Teachers' Salary Act of 1947;

24 (5) officers and members of the Metropolitan
25 Police, the Fire Department of the District of Columbia,

the United States Park Police, and the White House Police;

(6) lighthouse keepers, whose compensation is fixed under Public Law Numbered 383, Seventy-fifth Congress, approved August 26, 1937;

(7) positions and employees in recognized trades or crafts, or other skilled mechanical crafts, or in unskilled, semiskilled, or skilled manual-labor occupations (except such employees in positions to which the Classification Act of 1923, as amended, now applies, the duties of which involve the maintenance and operation of public buildings and associated equipment or the performance of work in scientific or engineering laboratories as aides to scientists or engineers), and employees in the Bureau of Engraving and Printing the duties of whom are to perform or to direct manual or machine operations requiring special skill or experience, or to perform or direct the counting, examining, sorting, or other verification of the product of manual or machine operations;

(8) officers and members of crews of vessels, whose compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates and practices in the maritime industry;

(9) employees of the Government Printing Office whose compensation is fixed under Public, Numbered 276, Sixty-eighth Congress, approved June 7, 1924;

(10) aliens who occupy positions outside the several States and the District of Columbia;

(11) the Tennessee Valley Authority;

(12) the Inland Waterways Corporation;

(13) the Central Intelligence Agency;

(14) employees who serve without compensation or at nominal rates of compensation;

(15) employees none or only part of whose compensation is paid from appropriated funds of the United States;

(16) employees whose compensation is fixed under a cooperative agreement between the United States and

(A) a State, Territory, or possession of the United States, or political subdivision thereof, or (B) a person or organization outside the service of the Federal Government;

(17) student nurses, medical or dental interns, residents-in-training, student dietitians, student physical therapists, student occupational therapists, and other student employees, assigned or attached to a hospital, clinic, or laboratory primarily for training purposes, whose compensation is fixed under Public Law 330,

Eightieth Congress, approved August 4, 1947, or section 14 (b) of Public Law 293, Seventy-ninth Congress, approved January 3, 1946, as amended by Public Law 722, Eightieth Congress, approved June 19, 1948;

(18) inmates, patients, or beneficiaries receiving care or treatment or living in Government agencies or institutions;

(19) experts or consultants, when employed temporarily or intermittently in accordance with section 15 of Public Law 600, Seventy-ninth Congress, approved August 2, 1946;

(20) emergency or seasonal employees occupying positions of uncertain or purely temporary duration, or who are employed for brief periods at intervals;

(21) persons employed on a fee, contract, or piece-work basis;

(22) persons who may lawfully perform their duties concurrently with their private profession, business, or other employment, and whose duties require only a portion of their time, where it is impracticable to ascertain or anticipate the proportion of time devoted to the service of the Federal Government;

(23) positions for which rates of basic compensation are individually fixed, or expressly authorized to be fixed, by any other law, in excess of the regular maxi-

1 mum rate of the highest grade established by this
2 Act.

3 SEC. 203. The Civil Service Commission, hereinafter
4 referred to as the "Commission", is authorized and directed
5 to determine finally the applicability of sections 201 and 202
6 to specific positions, officers, and employees.

7 TITLE III—BASIS FOR CLASSIFYING POSITIONS

8 SEC. 301. For the purposes of this Act, the term—

9 (1) "position" means the work, consisting of, the
10 duties and responsibilities, assignable to an officer or
11 employee;

12 (2) "class" or "class of positions" includes all
13 positions which are sufficiently similar, as to (A) kind
14 or subject matter of work, (B) level of difficulty and
15 responsibility, and (C) the qualification requirements
16 of the work, to warrant similar treatment in personnel
17 and pay administration; and

18 (3) "grade" includes all classes of positions which
19 (although different with respect to kind or subject
20 matter of work) are sufficiently equivalent as to (A)
21 level of difficulty and responsibility, and (B) level of
22 qualification requirements of the work, to warrant the
23 inclusion of such classes of positions within one range
24 of rates of basic compensation, as specified in title VI.

25 SEC. 302. (a) Each position shall be placed in its ap-

1 appropriate class. The basis for determining the class in
2 which each position shall be placed shall be the duties and
3 responsibilities of such position and the qualifications re-
4 quired by such duties and responsibilities.

5 (b) Each class shall be placed in its appropriate grade.
6 The basis for determining the grade in which each class shall
7 be placed shall be the level of difficulty, responsibility, and
8 qualification requirements of the work of such class.

9 SEC. 303. No appropriated funds shall be used to pay
10 the compensation of any officer or employee who places a
11 supervisory position in a class and grade solely on the basis
12 of the size of the group, section, bureau, or other organiza-
13 tion unit or the number of subordinates supervised. Such
14 factors may be given effect only to the extent warranted by
15 the work load of the organization unit and then only in
16 combination with other factors, such as the kind, difficulty,
17 and complexity of work supervised, the degree and scope of
18 responsibility delegated to the supervisor, and the kind, de-
19 gree, and character of the supervision actually exercised.

20 TITLE IV—PREPARATION AND PUBLICATION 21 OF STANDARDS

22 SEC. 401. (a) The Commission, after consultation with
23 the departments, shall prepare standards for placing positions
24 in their proper classes and grades. The Commission is au-
25 thorized to make such inquiries or investigations of the duties,

1 responsibilities, and qualification requirements of positions
2 as it deems necessary for this purpose. In such standards
3 the Commission shall (1) define the various classes of posi-
4 tions that exist in the service in terms of duties, responsi-
5 bilities, and qualification requirements; (2) establish the
6 official class titles; and (3) set forth the grades in which
7 such classes have been placed by the Commission. At the
8 request of the Commission, the departments shall furnish in-
9 formation for and cooperate in the preparation of such stand-
10 ards. Such standards shall be published in such form as the
11 Commission may determine.

12 (b) The Commission shall keep such standards up to
13 date. From time to time, after consultation with the depart-
14 ments to the extent deemed necessary by the Commission, it
15 may revise, supplement, or abolish existing standards, or
16 prepare new standards, so that, as nearly as may be practi-
17 cable, positions existing at any given time within the service
18 will be covered by current published standards.

19 (c) The official class titles so established shall be used
20 for personnel, budget, and fiscal purposes, but this require-
21 ment shall not prevent the use of organizational or other
22 titles for internal administration, public convenience, law
23 enforcement, or similar purposes.

1 TITLE V—AUTHORITY AND PROCEDURE

2 SEC. 501. (a) Notwithstanding section 502, the Com-
3 mission shall have authority, which may be exercised at
4 any time in its discretion, to—

5 (1) ascertain currently the facts as to the duties,
6 responsibilities, and qualification requirements of any
7 position;

8 (2) place in an appropriate class and grade any
9 newly created position or any position coming initially
10 under this Act;

11 (3) decide whether any position is in its appro-
12 priate class and grade; and

13 (4) change any position from one class or grade
14 to another class or grade whenever the facts warrant.

15 The Commission shall certify to the department concerned
16 action taken by the Commission under paragraph (2) or
17 (4). The department shall take action in accordance with
18 such certificate, and such certificate shall be binding on all
19 administrative, certifying, pay roll, disbursing, and account-
20 ing officers of the Government.

21 (b) Any employee or employees (including any offi-
22 cer or officers) affected or any department may request at
23 any time that the Commission exercise the authority granted
24 to it under subsection (a) and the Commission shall act
25 upon such request.

1 SEC. 502. (a) Except as otherwise provided in this
2 title, each department shall place each position under its
3 jurisdiction and to which this Act applies in its appropriate
4 class and grade in conformance with standards published
5 by the Commission or, if no published standards directly
6 apply, consistently with published standards. A department
7 may, whenever the facts warrant, change any position which
8 it has placed in a class or grade under this subsection from
9 such class or grade to another class or grade. Such actions
10 of the departments shall be the basis for the payment of
11 compensation and for personnel transactions until changed
12 by certificate of the Commission.

13 (b) The Commission shall, from time to time, review
14 such number of positions in each department as will enable
15 the Commission to determine whether such department is
16 placing positions in classes and grades in conformance with
17 or consistently with published standards.

18 SEC. 503. Whenever the Commission finds under sec-
19 tion 502 (b) that a position to which this Act applies is not
20 placed in its proper class and grade in conformance with
21 published standards or that positions for which no standards
22 have been published are not placed in classes and grades
23 consistently with published standards, it shall, after consul-
24 tation with appropriate officers or employees of the depart-
25 ment concerned, place each such position in its appropriate

1 class and grade and shall certify such action to the depart-
2 ment. The department shall take action in accordance with
3 such certificate, and such certificate shall be binding on
4 all administrative, certifying, pay roll, disbursing, and ac-
5 counting officers of the Government.

6 SEC. 504. (a) Whenever the Commission finds that
7 any department is not placing positions in classes and grades
8 in conformance with or consistently with published standards,
9 it may revoke or suspend in whole or in part the authority
10 granted to the department under section 502 and require
11 that prior approval of the Commission be secured before an
12 action placing a position in a class and grade becomes effec-
13 tive for pay roll and other personnel purposes. Such revoca-
14 tions or suspensions may be limited in the discretion of the
15 Commission, to (1) the departmental or field service, or any
16 part thereof; (2) any geographic area; (3) any organiza-
17 tion unit or group of organization units; (4) certain types
18 of classification actions; (5) classes in particular occupa-
19 tional groups or grades; or (6) classes for which standards
20 have not been published.

21 (b) After all or part of the authority of the department
22 has been revoked or suspended, the Commission may at any
23 time restore such authority to the extent that it is satisfied
24 that subsequent actions placing positions in classes and grades

1 will be taken in conformance with or consistently with pub-
2 lished standards.

3 SEC. 505. (a) No position shall be placed in grade 16,
4 17, or 18 of the General Schedule except by action of, or
5 after prior approval by, the Commission.

6 (b) In any case in which the President finds that a posi-
7 tion of the head of a bureau or other position has important
8 duties and responsibilities making it equivalent in value to
9 positions of assistant secretaries or executive departments,
10 heads of independent agencies, or members of independent
11 boards or commissions for which a salary rate of \$16,000 per
12 annum is established by other law, he is authorized in his
13 discretion to place such position in grade 19 of the General
14 Schedule and to fix the compensation of such position at the
15 rate of \$16,000 per annum.

16 SEC. 506. The Commission may (1) prescribe the form
17 in which each department shall record the duties and responsi-
18 bilities of positions to which this Act applies and the places
19 where such records shall be maintained, (2) examine these
20 or any other pertinent records of the department, and (3)
21 interview any officers or employees of the department who
22 have knowledge of the duties and responsibilities of such
23 positions and information as to the reasons for placing a
24 position in any class and grade.

1 TITLE VI—BASIC COMPENSATION SCHEDULES

2 SEC. 601. There are hereby established the following
3 basic compensation schedules for positions to which this Act
4 applies:

5 (1) A “General Schedule”, the symbol for which
6 shall be “GS”, in lieu of the professional and scientific
7 service, the clerical, administrative, and fiscal service,
8 the subprofessional service specified in section 13 of
9 the Classification Act of 1923, as amended; and

10 (2) A “Crafts, Protective, and Custodial Sched-
11 ule”, the symbol for which shall be “CPC”, in lieu of
12 the crafts, protective, and custodial service specified in
13 such section.

14 SEC. 602. (a) The General Schedule shall be divided
15 into grades of difficulty and responsibility of work, as
16 follows:

17 GENERAL SCHEDULE

18 Grade GS-1 includes all classes of positions the duties
19 of which are to perform, under immediate supervision, with
20 little or no latitude for the exercise of independent judgment,
21 (1) the simplest routine work in office, business, or fiscal
22 operations; or (2) elementary work of a subordinate tech-
23 nical character in a professional, scientific, or technical field.

24 Grade GS-2 includes all classes of positions the duties
25 of which are (1) to perform, under immediate supervision,

1 with limited latitude for the exercise of independent judg-
2 ment, routine work in office, business, or fiscal operations,
3 or comparable subordinate technical work of limited scope
4 in a professional, scientific, or technical field, requiring
5 some training or experience; or (2) to perform other work
6 of equal importance, difficulty, and responsibility, and re-
7 quiring comparable qualifications.

8 Grade GS-3 includes all classes of positions the duties
9 of which are (1) to perform, under immediate or general
10 supervision, somewhat difficult and responsible work in
11 office, business, or fiscal operations, or comparable subordi-
12 nate technical work of limited scope in a professional, scien-
13 tific, or technical field, requiring in either case (A) some
14 training or experience, (B) working knowledge of a special
15 subject matter, or (C) to some extent the exercise of inde-
16 pendent judgment in accordance with well-established
17 policies, procedures, and techniques; or (2) to perform other
18 work of equal importance, difficulty, and responsibility, and
19 requiring comparable qualifications.

20 Grade GS-4 includes all classes of positions the duties
21 of which are (1) to perform, under immediate or general
22 supervision, moderately difficult and responsible work in
23 office, business, or fiscal operations, or comparable subordi-
24 nate technical work in a professional, scientific, or technical
25 field, requiring in either case (A) a moderate amount of

1 training and minor supervisory or other experience, (B)
2 good working knowledge of a special subject matter or a
3 limited field of office, laboratory, engineering, scientific, or
4 other procedure and practice, and (C) the exercise of inde-
5 pendent judgment in accordance with well-established
6 policies, procedures, and techniques; or (2) to perform other
7 work of equal importance, difficulty, and responsibility, and
8 requiring comparable qualifications.

9 Grade GS-5 includes all classes of positions the duties of
10 which are (1) to perform, under general supervision, difficult
11 and responsible work in office, business, or fiscal adminis-
12 tration, or comparable subordinate technical work in a pro-
13 fessional, scientific, or technical field, requiring in either case
14 (A) considerable training and supervisory or other experi-
15 ence, (B) broad working knowledge of a special subject
16 matter or of office, laboratory, engineering, scientific, or
17 other procedure and practice, and (C) the exercise of inde-
18 pendent judgment in a limited field; (2) to perform, under
19 immediate supervision, and with little opportunity for the
20 exercise of independent judgment, simple and elementary
21 work requiring professional, scientific, or technical training
22 equivalent to that represented by graduation from a college
23 or university of recognized standing but requiring little or no
24 experience; or (3) to perform other work of equal im-

1 portance, difficulty, and responsibility, and requiring com-
2 parable qualifications.

3 Grade GS-6 includes all classes of positions the duties
4 of which are (1) to perform, under general supervision,
5 difficult and responsible work in office, business, or fiscal
6 administration, or comparable subordinate technical work in
7 a professional, scientific, or technical field, requiring in either
8 case (A) considerable training and supervisory or other
9 experience, (B) broad working knowledge of a special and
10 complex subject matter, procedure, or practice, or of the
11 principles of the profession, art, or science involved, and
12 (C) to a considerable extent the exercise of independent
13 judgment; or (2) to perform other work of equal importance,
14 difficulty, and responsibility, and requiring comparable
15 qualifications.

16 Grade GS-7 includes all classes of positions the duties
17 of which are (1) to perform, under general supervision,
18 work of considerable difficulty and responsibility along spe-
19 cial technical or supervisory lines in office, business, or fiscal
20 administration, or comparable subordinate technical work
21 in a professional, scientific, or technical field, requiring in
22 either case (A) considerable specialized or supervisory train-
23 ing and experience, (B) comprehensive working knowledge

1 of a special and complex subject matter, procedure, or
2 practice, or of the principles of the profession, art, or
3 science, involved, and (C) to a considerable extent the
4 exercise of independent judgment; (2) under immediate or
5 general supervision, to perform somewhat difficult work
6 requiring (A) professional, scientific, or technical training
7 equivalent to that represented by graduation from a col-
8 lege or university of recognized standing, (B) previous
9 experience, and (C) to a limited extent, the exercise of
10 independent technical judgment; or (3) to perform other
11 work of equal importance, difficulty, and responsibility, and
12 requiring comparable qualifications.

13 Grade GS-8 includes all classes of positions the duties
14 of which are (1) to perform, under general supervision, very
15 difficult and responsible work along special technical or super-
16 visory lines in office, business, or fiscal administration, re-
17 quiring (A) considerable specialized or supervisory train-
18 ing and experience, (B) comprehensive and thorough
19 working knowledge of a specialized and complex subject
20 matter, procedure, or practice, or of the principles of the
21 profession, art, or science involved, and (C) to a con-
22 siderable extent the exercise of independent judgment; or
23 (2) to perform other work of equal importance, difficulty,
24 and responsibility, and requiring comparable qualifications.

25 Grade GS-9 includes all classes of positions the duties

1 of which are (1) to perform, under general supervision,
2 very difficult and responsible work along special technical,
3 supervisory, or administrative lines in office, business, or
4 fiscal administration requiring (A) somewhat extended
5 specialized training and considerable specialized, supervisory,
6 or administrative experience which has demonstrated
7 capacity for sound independent work, (B) thorough and
8 fundamental knowledge of a special and complex subject
9 matter, or of the profession, art, or science involved, and
10 (C) considerable latitude for the exercise of independent
11 judgment; (2) with considerable latitude for the exercise
12 of independent judgment, to perform moderately difficult
13 and responsible work requiring (A) professional, scientific,
14 or technical training equivalent to that represented by graduation
15 from a college or university of recognized standing
16 and (B) considerable additional professional, scientific, or
17 technical training or experience which has demonstrated
18 capacity for sound independent work; or (3) to perform
19 other work of equal importance, difficulty, and responsibility,
20 and requiring comparable qualifications.

21 Grade GS-10 includes all classes of positions the duties
22 of which are (1) to perform, under general supervision,
23 highly difficult and responsible work among special technical
24 supervisory, or administrative lines in office, business, or
25 fiscal administration, requiring (A) somewhat extended

1 specialized, supervisory, or administrative training and ex-
2 perience which has demonstrated capacity for sound inde-
3 pendent work, (B) thorough and fundamental knowledge of
4 a specialized and complex subject matter, or of the profes-
5 sion, art, or science involved, and (C) considerable latitude
6 for the exercise of independent judgment; or (2) to perform
7 other work of equal importance, difficulty, and responsibil-
8 ity, and requiring comparable qualifications.

9 Grade GS-11 includes all classes of positions the duties
10 of which are (1) to perform, under general administrative
11 supervision and with wide latitude for the exercise of inde-
12 pendent judgment, work of marked difficulty and responsi-
13 bility along special technical, supervisory, or administrative
14 lines in office, business, or fiscal administration, requiring
15 (A) extended specialized, supervisory, or administrative
16 training and experience which has demonstrated important
17 attainments and marked capacity for sound independent
18 action or decision, and (B) intimate grasp of a specialized
19 and complex subject matter, or of the profession, art, or
20 science involved, or of administrative work of marked diffi-
21 culty; (2) with wide latitude for the exercise of inde-
22 pendent judgment, to perform responsible work of con-
23 siderable difficulty requiring somewhat extended professional,
24 scientific, or technical training and experience which has
25 demonstrated important attainments and marked capacity

1 for independent work; or (3) to perform other work of
2 equal importance, difficulty, and responsibility, and requiring
3 comparable qualifications.

4 Grade GS-12 includes all classes of positions the duties
5 of which are (1) to perform, under general administrative
6 supervision, with wide latitude for the exercise of inde-
7 pendent judgment, work of a very high order of difficulty
8 and responsibility along special technical, supervisory, or
9 administrative lines in office, business, or fiscal administra-
10 tion, requiring (A) extended specialized, supervisory, or
11 administrative training and experience which has demon-
12 strated leadership and attainments of a high order in spe-
13 cialized or administrative work, and (B) intimate grasp of
14 a specialized and complex subject matter or of the profession,
15 art, or science involved; (2) under general administrative
16 supervision, and with wide latitude for the exercise of inde-
17 pendent judgment, to perform professional, scientific, or tech-
18 nical work of marked difficulty and responsibility requiring
19 extended professional, scientific, or technical training and
20 experience which has demonstrated leadership and attain-
21 ments of a high order in professional, scientific, or technical
22 research, practice, or administration; or (3) to perform
23 other work of equal importance, difficulty, and responsibility,
24 and requiring comparable qualifications.

25 Grade GS-13 includes all classes of positions the duties

1 of which are (1) to perform, under administrative direction,
2 with wide latitude for the exercise of independent judgment,
3 work of unusual difficulty and responsibility along special
4 technical, supervisory, or administrative lines, requiring
5 extended specialized, supervisory, or administrative training
6 and experience which has demonstrated leadership and
7 marked attainments; (2) to serve as assistant head of a
8 major organization involving work of comparable level within
9 a bureau; (3) to perform, under administrative direction,
10 with wide latitude for the exercise of independent judgment,
11 work of unusual difficulty and responsibility requiring ex-
12 tended professional, scientific, or technical training and ex-
13 perience which has demonstrated leadership and marked at-
14 tainments in professional, scientific, or technical research,
15 practice, or administration; or (4) to perform other work
16 of equal importance, difficulty, and responsibility, and re-
17 quiring comparable qualifications.

18 Grade GS-14 includes all classes of positions the duties
19 of which are (1) to perform, under general administrative
20 direction, with wide latitude for the exercise of independent
21 judgment, work of exceptional difficulty and responsibility
22 along special technical, supervisory, or administrative lines
23 which has demonstrated leadership and unusual attainments;
24 (2) to serve as head of a major organization within a bureau
25 involving work of comparable level; (3) to plan and direct or

1 to plan and execute major professional, scientific, technical,
2 administrative, fiscal, or other specialized programs, requiring
3 extended training and experience which has demonstrated
4 leadership and unusual attainments in professional, scientific,
5 or technical research, practice, or administration, or in
6 administrative, fiscal, or other specialized activities; or (4)
7 to perform consulting or other professional, scientific, techni-
8 cal, administrative, fiscal, or other specialized work of equal
9 importance, difficulty, and responsibility, and requiring com-
10 parable qualifications.

11 Grade GS-15 includes all classes of positions the duties
12 of which are (1) to perform, under general administrative
13 direction, with very wide latitude for the exercise of inde-
14 pendent judgment, work of outstanding difficulty and respon-
15 sibility along special technical, supervisory, or administrative
16 lines which has demonstrated leadership and exceptional
17 attainments; (2) to serve as head of a major organization
18 within a bureau involving work of comparable level; (3) to
19 plan and direct or to plan and execute specialized programs
20 of marked difficulty, responsibility, and national significance,
21 along professional, scientific, technical, administrative, fiscal,
22 or other lines, requiring extended training and experience
23 which has demonstrated leadership and unusual attainments
24 in professional, scientific, or technical research, practice, or
25 administration, or in administrative, fiscal, or other special-

1 ized activities; or (4) to perform consulting or other profes-
2 sional, scientific, technical, administrative, fiscal, or other
3 specialized work of equal importance, difficulty, and respon-
4 sibility, and requiring comparable qualifications.

5 Grade GS-16 includes all classes of positions the duties
6 of which are (1) to perform, under general administrative
7 direction, with unusual latitude for the exercise of independent
8 judgment, work of outstanding difficulty and responsibility
9 along special technical, supervisory, or administrative lines
10 which has demonstrated leadership and exceptional attain-
11 ments; (2) to serve as the head of a major organization
12 involving work of comparable level; (3) to plan and direct
13 or to plan and execute professional, scientific, technical, ad-
14 ministrative, fiscal, or other specialized programs of unusual
15 difficulty, responsibility, and national significance, requiring
16 extended training and experience which has demonstrated
17 leadership and exceptional attainments in professional, scien-
18 tific, or technical research, practice, or administration, or in
19 administrative, fiscal, or other specialized activities; or (4)
20 to perform consulting or other professional, scientific, techni-
21 cal, administrative, fiscal, or other specialized work of equal
22 importance, difficulty, and responsibility, and requiring com-
23 parable qualifications.

24 Grade GS-17 includes all classes of positions the duties
25 of which are (1) to serve as the head of a bureau where

1 the position, considering the kind and extent of the author-
2 ities and responsibilities vested in it, and the scope, com-
3 plexity, and degree of difficulty of the activities carried on,
4 is of a high order among the whole group of positions of
5 heads of bureaus; (2) to plan and direct or to plan and
6 execute professional, scientific, technical, administrative,
7 fiscal, or other specialized programs of exceptional difficulty,
8 responsibility, and national significance, requiring extended
9 training and experience which has demonstrated excep-
10 tional leadership and attainments in professional, scientific,
11 or technical research, practice, or administration, or in
12 administrative, fiscal, or other specialized activities; or (3)
13 to perform consulting or other professional, scientific, tech-
14 nical, administrative, fiscal, or other specialized work of equal
15 importance, difficulty, and responsibility, and requiring com-
16 parable qualifications.

17 Grade GS-18 includes all classes of positions the duties
18 of which are (1) to serve as the head of a bureau where
19 the position, considering the kind and extent of the authori-
20 ties and responsibilities vested in it, and the scope, com-
21 plexity, and degree of difficulty of the activities carried on,
22 is exceptional and outstanding among the whole group of
23 positions of heads of bureaus; (2) to plan and direct or
24 to plan and execute frontier or unprecedented professional,

1 scientific, technical, administrative, fiscal, or other specialized
 2 programs of outstanding difficulty, responsibility, and national
 3 significance, requiring extended training and experience
 4 which has demonstrated outstanding leadership and attain-
 5 ments in professional, scientific, or technical research, prac-
 6 tice, or administration, or in administrative, fiscal, or other
 7 specialized activities; or (3) to perform consulting or other
 8 professional, scientific, technical, administrative, fiscal, or
 9 other specialized work of equal importance, difficulty, and
 10 responsibility, and requiring comparable qualifications.

11 (b) The Crafts, Protective, and Custodial Schedule
 12 shall be divided into grades of difficulty and responsibility of
 13 work, as follows:

14 CRAFTS, PROTECTIVE, AND CUSTODIAL SCHEDULE

15 Grade CPC-1 includes all classes of positions the duties
 16 of which are to run errands, to check parcels, or to perform
 17 other light manual tasks with little or no responsibility.

18 Grade CPC-2 includes all classes of positions the duties
 19 of which are to handle desks, mail sacks, and other heavy
 20 objects, and to perform similar work ordinarily required of
 21 unskilled laborers; to pass coal; to clean office rooms; to
 22 perform regular messenger work with little responsibility; or
 23 to perform other work of equal difficulty and responsibility
 24 and requiring comparable qualifications.

25 Grade CPC-3 includes all classes of positions the duties

1 of which are to perform, under immediate supervision, cus-
2 todial or office-labor work with some degree of responsibility;
3 to operate paper-cutting, canceling, envelope-opening, or
4 envelope-sealing machines; to fire and to keep up steam in
5 low-pressure boilers used for heating purposes, and to clean
6 boilers and oil machinery and related apparatus; to operate
7 passenger automobiles or light-duty trucks; to pack goods for
8 shipment; to work as leader of a group of charwomen; to
9 perform messenger work and do light manual or office-labor
10 tasks with some responsibility; to carry important documents
11 from one office to another, or attend the door and private
12 office of a public officer; or to perform other work of equal
13 difficulty and responsibility and requiring comparable qualifi-
14 cations.

15 Grade CPC-4 includes all classes of positions the duties
16 of which are to perform, under general supervision, cus-
17 todial work of a responsible character; to guard office or
18 storage buildings; to supervise and direct a force of unskilled
19 laborers; to fire and to keep up steam in high-pressure boil-
20 ers and to operate other equipment used in connection with
21 such boilers; to perform general, semimechanical, new, or
22 repair work requiring some skill with hand tools; to work
23 as craft or trade helper; to operate heavy-duty trucks, semi-
24 trailers, or tractor trailers; to operate a passenger automobile
25 for a department head or officer of comparable rank; to attend

1 the door of a private office of a department head or officer
2 of comparable rank; or to perform other work of equal dif-
3 ficulty and responsibility and requiring comparable qualifi-
4 cations.

5 Grade CPC-5 includes all classes of positions the duties
6 of which are to guard property of great value while in tran-
7 sit; to supervise the operation and maintenance of a low-
8 capacity heating plant and its auxiliary equipment; or to
9 perform other work of equal difficulty and responsibility and
10 requiring comparable qualifications.

11 Grade CPC-6 includes all classes of positions the duties
12 of which are to have immediate direction of a detachment
13 of building guards; to perform the work of a skilled me-
14 chanic; to repair office appliances; or to perform other work
15 of equal difficulty and responsibility and requiring compar-
16 able qualifications.

17 Grade CPC-7 includes all classes of positions the duties
18 of which are to assist in the general supervision of a force
19 of building guards; to work as leader of a group of skilled
20 mechanics; or to perform other work of equal difficulty and
21 responsibility and requiring comparable qualifications.

22 Grade CPC-8 includes all classes of positions the duties
23 of which are to have general supervision over a force of
24 building guards; to supervise the operation of a mechanical
25 shop; to direct skilled mechanics and other employees en-

1 gaged in the operation and maintenance of equipment pro-
2 viding heating, ventilating, air conditioning, power, and sani-
3 tation in one or more public buildings; or to perform other
4 work of equal difficulty and responsibility and requiring com-
5 parable qualifications.

6 Grade CPC-9 includes all classes of positions the duties
7 of which are to direct supervisory and office assistants, me-
8 chanics, guards, elevator operators, laborers, janitors, and
9 other employees engaged in the custody, maintenance, and
10 protection of a public building; or to assist in the direction
11 of such employees when engaged in similar duties in a group
12 of buildings; or to perform other work of equal difficulty and
13 responsibility and requiring comparable qualifications.

14 Grade CPC-10 includes all classes of positions the duties
15 of which are to direct supervisory and office assistants,
16 mechanics, guards, elevator operators, laborers, janitors, and
17 other employees engaged in the custody, maintenance, and
18 protection of a group of public buildings; or to perform other
19 work of equal difficulty and responsibility and requiring com-
20 parable qualifications.

21 SEC. 603. (a) Except as provided in subsection (c)
22 (2), the rates of basic compensation with respect to officers,
23 employees, and positions to which this Act applies shall be in

1 accordance with the schedules of per annum rates contained
2 in subsections (b) and (c) (1).

3 (b) The compensation schedule for the General Schedule
4 shall be as follows:

Grade	Per annum rates						
GS-1 -----	\$2, 100	\$2, 180	\$2, 260	\$2, 340	\$2, 420	\$2, 500	\$2, 580
GS-2 -----	\$2, 300	\$2, 380	\$2, 460	\$2, 540	\$2, 620	\$2, 700	\$2, 780
GS-3 -----	\$2, 500	\$2, 580	\$2, 660	\$2, 740	\$2, 820	\$2, 900	\$2, 980
GS-4 -----	\$2, 750	\$2, 830	\$2, 910	\$2, 990	\$3, 070	\$3, 150	\$3, 230
GS-5 -----	\$3, 000	\$3, 125	\$3, 250	\$3, 375	\$3, 500	\$3, 625	\$3, 750
GS-6 -----	\$3, 400	\$3, 525	\$3, 650	\$3, 775	\$3, 900	\$4, 025	\$4, 150
GS-7 -----	\$3, 800	\$3, 925	\$4, 050	\$4, 175	\$4, 300	\$4, 425	\$4, 550
GS-8 -----	\$4, 200	\$4, 325	\$4, 450	\$4, 575	\$4, 700	\$4, 825	\$4, 950
GS-9 -----	\$4, 600	\$4, 725	\$4, 850	\$4, 975	\$5, 100	\$5, 225	\$5, 350
GS-10 -----	\$5, 000	\$5, 125	\$5, 250	\$5, 375	\$5, 500	\$5, 625	\$5, 750
GS-11 -----	\$5, 400	\$5, 650	\$5, 900	\$6, 150	\$6, 400		
GS-12 -----	\$6, 400	\$6, 650	\$6, 900	\$7, 150	\$7, 400		
GS-13 -----	\$7, 600	\$7, 850	\$8, 100	\$8, 350	\$8, 600		
GS-14 -----	\$8, 800	\$9, 050	\$9, 300	\$9, 550	\$9, 800		
GS-15 -----	\$10, 000	\$10, 500	\$11, 000				
GS-16 -----	\$11, 500	\$12, 000	\$12, 500				
GS-17 -----	\$13, 000	\$13, 500	\$14, 000				
GS-18 -----	\$15, 000						
GS-19 -----	\$16, 000						

5 (c) (1) The compensation schedule for the Crafts,
6 Protective, and Custodian Schedule shall be as follows:

Grade	Per annum rates						
CPC-1 -----	\$1, 410	\$1, 470	\$1, 530	\$1, 590	\$1, 650	\$1, 710	\$1, 770
CPC-2 -----	\$2, 020	\$2, 090	\$2, 160	\$2, 230	\$2, 300	\$2, 370	\$2, 440
CPC-3 -----	\$2, 160	\$2, 240	\$2, 320	\$2, 400	\$2, 480	\$2, 560	\$2, 640
CPC-4 -----	\$2, 400	\$2, 480	\$2, 560	\$2, 640	\$2, 720	\$2, 800	\$2, 880
CPC-5 -----	\$2, 640	\$2, 720	\$2, 800	\$2, 880	\$2, 960	\$3, 040	\$3, 120
CPC-6 -----	\$2, 880	\$2, 960	\$3, 040	\$3, 120	\$3, 200	\$3, 280	\$3, 360
CPC-7 -----	\$3, 100	\$3, 200	\$3, 300	\$3, 400	\$3, 500	\$3, 600	\$3, 700
CPC-8 -----	\$3, 400	\$3, 525	\$3, 650	\$3, 775	\$3, 900	\$4, 025	\$4, 150
CPC-9 -----	\$3, 775	\$3, 900	\$4, 025	\$4, 150	\$4, 275	\$4, 400	\$4, 525
CPC-10 -----	\$4, 150	\$4, 275	\$4, 400	\$4, 525	\$4, 650	\$4, 775	\$4, 900

7 (2) Charwomen working part time shall be paid at
8 the rate of \$2,300 per annum, and head charwomen work-
9 ing part time at the rate of \$2,440 per annum.

10 (d) Whenever payment is made on the basis of a
11 daily, hourly, weekly, or monthly rate, such rate shall be
12 computed from the appropriate annual rate specified in sub-

section (b) or (c) by the method prescribed in section 604 (d) of the Federal Employees Pay Act of 1945.

SEC. 604. (a) For the purpose of making initial adjustments to the classification grades provided in this Act, positions which are required to be compensated in accordance with this Act and which were immediately prior to the effective date of this title in the professional and scientific service, the subprofessional service, the clerical, administrative, and fiscal service, or the crafts, protective, and custodial service of the Classification Act of 1923, as amended, are hereby allocated to corresponding grades of the general schedule or the crafts, protective, and custodial schedule as set forth below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General Schedule	Crafts, protective, and custodial service
	1			GS-1	
	2	1		GS-1	
	3	2		GS-2	
	4	3		GS-3	
	5	4		GS-4	
1	6	5		GS-5	
	7	6		GS-6	
2	8	7		GS-7	
		8		GS-8	
3		9		GS-9	
		10		GS-10	
4		11		GS-11	
5		12		GS-12	
6		13		GS-13	
7		14		GS-14	
8		15		GS-15	
			1		CPC-1
			2		CPC-2
			3		CPC-3
			4		CPC-4
			5		CPC-5
			6		CPC-6
			7		CPC-7
			8		CPC-8
			9		CPC-9
			10		CPC-10

1 (b) The rates of basic compensation of officers and em-
2 ployees to whom this Act applies shall be initially adjusted
3 as follows:

4 (1) In all cases where the number of pay rates within
5 a grade specified in this Act is the same as in the correspond-
6 ing grade of the Classification Act of 1923, as amended,
7 employees shall have the same relative pay rate of the new
8 grade, except as provided in paragraphs (2) and (6) of
9 this subsection.

10 (2) Employees in grade 2 of the subprofessional serv-
11 ice immediately prior to the effective date of this title, at
12 the first, second, third, fourth, fifth, sixth, and seventh rate
13 shall have the second, third, fourth, fifth, sixth, and seventh
14 rate, respectively, of grade 1 of the General Schedule.

15 (3) Employees in grade 1 of the crafts, protective,
16 and custodial service immediately prior to the effective date
17 of this title, at the first, second, third, fourth, and fifth
18 rate shall have the first, third, fourth, sixth, and seventh
19 rate, respectively, of grade 1 of the Crafts, Protective, and
20 Custodial Service.

21 (4) Employees in grades 2 and 3 of the crafts, pro-
22 tective, and custodial service immediately prior to the
23 effective date of this title, shall have the same relative pay
24 rate of the first six rates of grades 2 and 3, respectively, of
25 the Crafts, Protective, and Custodial Schedule.

1 (5) Employees in grade 8 of the professional and
2 scientific service and grade 15 of the clerical, administrative,
3 and fiscal service immediately prior to the effective date of
4 this title, at the first and second rate of the grade shall have
5 the second and third rate, respectively, of grade 15 of the
6 General Schedule.

7 (6) Employees receiving a rate of basic compensation
8 immediately prior to the effective date of this title, in excess
9 of the appropriate new rate of the grade as determined under
10 paragraphs (1) to (5), inclusive, may continue to receive
11 such rate so long as they remain in the same position and
12 grade, but, when any such position becomes vacant, the rate
13 of basic compensation of any subsequent appointee shall be
14 fixed in accordance with this Act.

15 SEC. 605. Any increase in rate of basic compensation by
16 reason of the enactment of this title shall not be regarded
17 as an “equivalent increase” in compensation within the mean-
18 ing of section 701.

19 TITLE VII—STEP INCREASES

20 SEC. 701. Each officer or employee compensated on a
21 per annum basis, and occupying a permanent position
22 within the scope of the compensation schedules fixed by
23 this Act, who has not attained the maximum rate of com-
24 pensation for the grade in which his position is placed, shall
25 be advanced in compensation successively to the next higher

1 rate within the grade at the beginning of the next pay period
2 following the completion of (1) each fifty-two calendar
3 weeks of service if his position is in a grade in which the
4 step increases are less than \$200, or (2) each seventy-
5 eight calendar weeks of service if his position is in a grade
6 in which the step increases are \$200 or more, subject to
7 the following conditions:

8 (A) That no equivalent increase in compensation from
9 any cause was received during such period, except increase
10 made pursuant to section 702;

11 (B) That the service and conduct of such officer or
12 employee are certified by the department as being satisfac-
13 tory; and

14 (C) That the benefit of successive step increases shall
15 be preserved, under regulations issued by the Commission,
16 for officers and employees whose continuous service is in-
17 terrupted in the public interest by service with the armed
18 forces or by service in essential non-Government civilian
19 employment during a period of war or national emergency.

20 SEC. 702. (a) Within the limit of available appropri-
21 ations and in accordance with standards promulgated by the
22 Commission, each department is authorized, subject to prior
23 approval by the Commission (except as provided in section
24 704), to make additional step increases as a reward for
25 superior accomplishment, but no officer or employee shall be

1 eligible for more than one such additional step increase within
2 each of the time periods specified in section 701.

3 SEC. 703. (a) Subject to subsection (b), within the
4 limit of available appropriations, and in accordance with
5 standards promulgated by the Commission, each department
6 is authorized, subject to prior approval by the Commission
7 (except as provided in section 704), to make additional step
8 increases as a reward for meritorious service to an officer or
9 employee beyond the maximum rate of the grade (except
10 grade 18 or 19 of the General Schedule) in which his posi-
11 tion is placed.

12 (b) (1) For each such additional step increase the
13 officer or employee shall have completed three years of con-
14 tinuous service at such maximum rate or at a rate in excess
15 thereof authorized by this section without change of grade
16 or rate of basic compensation except such change as may be
17 prescribed by any provision of law of general application.

18 (2) No officer or employee shall receive an additional
19 step increase under this section unless his current service and
20 conduct are certified by his department as being meritorious.

21 (3) The officer or employee shall have had, in the
22 aggregate, not less than ten years of service in the position
23 which he then occupies, or in positions of equivalent or
24 higher class or grade.

25 (4) Each such additional step increase shall be equal

1 to the largest step between any two consecutive rates of the
2 grade in which the position of the officer or employee is
3 placed.

4 (5) No officer or employee shall receive more than one
5 such additional step increase for any three years of contin-
6 uous service.

7 (6) Not more than three successive additional step
8 increases under this section may be granted to any officer
9 or employee.

10 (7) The performance of an officer or employee who is
11 receiving an additional step increase under this section shall
12 be reviewed annually, and if this review reflects a failure to
13 render meritorious service his rate of basic compensation
14 shall revert to the rate which he received immediately prior
15 to his last additional step increase under this section.

16 (c) When an officer or employee, receiving basic com-
17 pensation at a rate in excess of the maximum scheduled rate
18 for his grade under section 604 (b) (6) or any other pro-
19 vision of law, is eligible for his first additional step increase
20 beyond the maximum rate of such grade he shall—

21 (1) receive total basic compensation which is equal
22 to the basic compensation at the maximum scheduled
23 rate for his grade plus such first additional step increase,
24 or

25 (2) continue to receive compensation at such rate in

1 excess of the maximum scheduled rate for his grade, if
2 the compensation at such rate is higher than the total
3 basic compensation specified in paragraph (1).

4 In case any such officer or employee receiving compensation
5 under paragraph (2) is eligible for a subsequent successive
6 additional step increase under section 703, he shall—

7 (A) receive the same total basic compensation
8 which he would be entitled to receive after such sub-
9 sequent additional step increase, if his total basic com-
10 pensation had, at the time he was eligible for his first
11 additional step increase under section 703, been deter-
12 mined under paragraph (1), or

13 (B) continue to receive compensation under para-
14 graph (2) if such compensation is higher than the total
15 basic compensation specified in paragraph (A).

16 SEC. 704. (a) The Commission is authorized to delegate
17 to any department the authority to make the additional
18 step increases provided for in sections 702 and 703, without
19 prior approval in individual cases by the Commission. The
20 Commission may withdraw or suspend such authority when-
21 ever review of such actions by the Commission indicates
22 that standards promulgated by the Commission have not been
23 observed, and may restore such authority whenever it is
24 satisfied that subsequent actions will be taken in conform-
25 ance with such standards.

1 (b) Each department shall report to the Commission all
2 actions taken under sections 702 and 703, together with the
3 reasons therefor. The Commission shall submit an annual
4 report to Congress covering the numbers and types of action
5 taken under these sections.

6 SEC. 705. In computing length of service for the pur-
7 poses of this title, service immediately preceding the effective
8 date of this title shall be counted toward (1) one step
9 increase under section 701 and one additional step increase
10 under section 702, or (2) additional step increases under
11 section 703, as the case may be.

12 SEC. 706. This title shall not apply to the compensation
13 of persons appointed by the President, by and with the
14 advice and consent of the Senate.

15 TITLE VIII—GENERAL COMPENSATION RULES

16 SEC. 801. All new appointments shall be made at the
17 minimum rate of the appropriate grade or class.

18 SEC. 802. (a) The rate of basic compensation to be
19 received by any officer or employee to whom this Act applies
20 shall be governed by regulations issued by the Commission
21 in conformity with this Act when—

22 (1) he is transferred from a position to which this
23 Act does not apply;

24 (2) he is transferred from any position to which
25 this Act applies to another such position;

(3) he is demoted to a position in a lower class or grade;

(4) he is reinstated, reappointed, or reemployed;

(5) his type of appointment is changed;

(6) his employment status is otherwise changed; or

(7) his position is changed from one class or grade to another class or grade.

(b) Any officer or employee who is promoted or transferred to a position in a higher class or grade shall receive basic compensation at the lowest rate of the higher class or grade which is at least one step increase above his existing rate of basic compensation. If, in the case of any officer or employee so promoted or transferred who is receiving (1) one or more additional step increases under section 703, or (2) basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 604 (b) (6) or any other provision of law, there is no rate in such higher class or grade which is at least one step increase above his existing rate of basic compensation, he shall receive (A) the maximum scheduled rate of such higher grade, or (B) his existing rate of basic compensation, whichever rate is the higher.

SEC. 803. (a) Whenever the Commission shall find (1) that a sufficient number of qualified eligibles for positions in a given class cannot be secured in one or more areas

1 or locations at the existing minimum rate for such class, and
2 (2) that a sufficient number of such eligibles can be secured
3 by increasing the minimum rate for such class in such areas
4 or locations to a rate not higher than the middle rate of the
5 grade in which such class is placed, the Commission may, by
6 regulation, establish such higher rate as the minimum rate
7 for that class in each area or location concerned: Each such
8 regulation shall specify the date, not more than one year
9 from the date of issuance, when it shall cease to be effective
10 unless extended by another such regulation.

11 (b) Minimum rates established under subsection (a)
12 shall be duly published by regulation and, subject to subsec-
13 tion (a), may be revised from time to time by the Commis-
14 sion. The Commission shall submit an annual report to
15 Congress of such actions or revisions, together with the
16 reasons therefor. Such actions or revisions shall have the
17 force and effect of law.

18 (c) Any increase in rate of basic compensation result-
19 ing from the establishment of new minimum rates under this
20 section shall not be regarded as an "equivalent increase"
21 in compensation within the meaning of section 701.

22 TITLE IX—GENERAL PROVISIONS

23 SEC. 901. The Commission is hereby authorized to
24 issue such regulations as may be necessary for the admin-
25 istration of this Act.

1 SEC. 902. The Commission shall prepare and submit
2 to the President an annual report with respect to the rates
3 of compensation under, and the administration of, this Act.
4 The President shall submit an annual report to Congress
5 which shall contain, among other matters, such recommenda-
6 tions, based upon the report of the Commission, as he may
7 deem advisable.

8 SEC. 903. In the administration of this Act, there shall
9 be no discrimination with respect to any person, or with
10 respect to the position held by any person, on account of sex,
11 marital status, race, creed, or color.

12 SEC. 904. Nothing in this Act shall be construed to affect
13 the application to officers and employees to whom this Act
14 applies of the veteran-preference provisions in the Civil
15 Service Act, as amended, and the Veterans' Preference Act
16 of 1944, as amended.

17 SEC. 905. (a) Except as provided in subsection (b) —

18 (1) titles VI, VII, VIII, and X shall take effect
19 on the first day of the first pay period which begins after
20 the date of enactment of this Act;

21 (2) all other provisions of this Act shall take
22 effect upon enactment.

23 (b) With respect to any position which, immediately
24 prior to the date of enactment of this Act, is not subject to
25 the Classification Act of 1923, as amended (including posi-

1 tions in grade 9 of the professional and scientific service or
2 in grade 16 of the clerical, administrative, and fiscal service
3 referred to in section 13 of such Act), but to which this
4 Act applies, this Act shall take effect on a date specified
5 by the Commission, but not later than the first day of the
6 first pay period which begins after six months following
7 the date of enactment of this Act. An officer or employee
8 occupying any such position on such effective date, and
9 receiving basic compensation at a rate in excess of the ap-
10 propriate rate of the grade in which such position is placed,
11 shall continue to receive compensation at such rate so long
12 as he remains in the same position and grade, but when any
13 such position becomes vacant, the rate of basic compensation
14 of any subsequent appointee shall be fixed in accordance
15 with part I of this Act.

16 SEC. 906. There are hereby authorized to be appro-
17 priated such sums as may be necessary to carry out the
18 provisions of this Act.

19 TITLE X—MISCELLANEOUS PROVISIONS

20 SEC. 1001. (a) Section 603 (b) of the Federal Em-
21 ployees Pay Act of 1945, as amended, is hereby amended
22 by striking out “\$10,330” and inserting in lieu thereof
23 “\$15,000”.

24 (b) Section 7 (b) of the Federal Employees Pay Act

1 of 1946, as amended, is hereby amended by striking out
2 “\$10,330” and inserting in lieu thereof “\$15,000”.

3 (c) Section 303 (c) of the Postal Rate Revision and
4 Federal Employees Salary Act of 1948 is hereby amended
5 by striking out “\$10,330” and inserting in lieu thereof
6 “\$15,000”.

7 SEC. 1002. The following laws and parts of laws are
8 hereby repealed:

9 (1) The Classification Act of 1923, as amended, except
10 section 9 thereof, as amended;

11 (2) Public Resolution Numbered 36, Sixty-eighth Con-
12 gress, approved June 7, 1924 (43 Stat. 669) ;

13 (3) Public, Numbered 555, Seventieth Congress, ap-
14 proved May 28, 1928 (45 Stat. 776) , as amended;

15 (4) Public, Numbered 523, Seventy-first Congress, ap-
16 proved July 3, 1930 (46 Stat. 1003) , as amended;

17 (5) Sections 505, 506, 507, 508, and 509 of the
18 Economy Act, approved June 30, 1932 (47 Stat. 416) ;

19 (6) Sections 3, 4, 5, and 6 of Public, Numbered 880,
20 Seventy-sixth Congress, approved November 26, 1940 (54
21 Stat. 1212) , as amended;

22 (7) Public Law 200, Seventy-seventh Congress,
23 approved August 1, 1941 (55 Stat. 613) ;

1 (8) The second proviso in section 3 of the Legislative
2 Pay Act of 1929, as amended (55 Stat. 615) ;

3 (9) Public Law 694, Seventy-seventh Congress, ap-
4 proved August 1, 1942 (56 Stat. 733) ;

5 (10) Title IV of the Federal Employees Pay Act of
6 1945, approved June 30, 1945 (59 Stat. 298) ; and

7 (11) Sections 2 and 12 of the Federal Employees Pay
8 Act of 1946, approved May 24, 1946 (60 Stat. 216, 219).

9 SEC. 1003. All Acts or parts of Acts in conflict here-
10 with are hereby repealed to the extent of such conflict.

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

By Mr. Long

MAY 4 (legislative day, APRIL 11), 1949
Read twice and referred to the Committee on Post
Office and Civil Service

our Representative in Congress for their attention and consideration.

FEDERAL AID TO EDUCATION—RESOLUTION OF VIRGINIA, MINN., CHAMBER OF COMMERCE

Mr. HUMPHREY. Mr. President, I present for appropriate reference a resolution adopted by the Virginia, Minn., Chamber of Commerce, favoring the enactment of Senate bill 246, providing Federal aid to education, and I ask unanimous consent that it be printed in the RECORD.

There being no objection, the resolution was ordered to lie on the table and to be printed in the RECORD, as follows:

Be it resolved, That the Virginia, Minn., Chamber of Commerce advocate the passage of the bill now in the United States Senate, known as S. 246, more commonly known as the educational bill, and that a copy of this resolution be sent to United States Senators, EDWARD J. THYE and HUBERT H. HUMPHREY, and Congressman JOHN A. BLATNIK, with the request that they lend their effort toward the passage of this very vital bill.

Director Vern Anderson supported the foregoing resolution, and upon roll call the same was duly adopted.

Dated this 8th day of April 1949.

VIRGINIA, MINN., CHAMBER OF COMMERCE,

By M. J. SHANEDLING, *President*.
ANDREW BRADISH, *Secretary*.

MISSOURI RIVER BASIN—RESOLUTION OF REPUBLICAN VALLEY CONSERVATION ASSOCIATION

Mr. WHERRY. Mr. President, on Wednesday of this week I made a statement from this floor, asking support of the Senate in a request upon the Honorable Secretary of Agriculture for delivery to Congress without further delay of the report and recommendations for a Department of Agriculture Flood Control program for the 10 States comprising the Missouri River Basin.

In this connection, I ask unanimous consent to include in the RECORD at this point, as part of my remarks a resolution unanimously adopted at the annual meeting of the Republican Valley Conservation Association, in session this week at McCook, Nebr.

The resolution forwarded to me in a telegram from Mr. Harry D. Strunk, association president, reads as follows:

Whereas extensive reclamation work is under way in the Republican River Basin under the Pick-Sloan plan;

Whereas it is our firm belief that precautionary measures must be taken to further prevent erosion and water run-off from table lands, thereby silting the major reservoirs and damaging lands under irrigation: Be it

Resolved, That the Republican Valley Conservation Association wholeheartedly supports the stand of Senator KENNETH S. WHERRY with regard to this program, and respectfully urges the Senate committee on appropriations to withhold department of Agriculture funds for fiscal 1950 until the Secretary of Agriculture submits the authorized Missouri River watershed plan for flood control to the Congress.

REPORT OF A COMMITTEE

The following report of a committee was submitted:

By Mr. GEORGE, from the Committee on Finance:

S. 266. A bill removing a limitation affecting the pension, compensation, or retirement

pay payable on account of an incompetent veteran without dependents during hospitalization, institutional, or domiciliary care; with amendments (Rept. No. 337).

BILLS AND JOINT RESOLUTIONS INTRODUCED

Bills and joint resolutions were introduced, read the first time, and, by unanimous consent, the second time, and referred as follows:

By Mr. JENNER:

S. 1787. A bill for the relief of John J. Snoko; to the Committee on the Judiciary.

By Mr. THOMAS of Oklahoma:

S. 1783. A bill to set aside certain lands in Oklahoma formerly a part of the Cheyenne-Arapaho Reservation and known as the Fort Reno Military Reservation for the Cheyenne-Arapaho Tribes of Indians of Oklahoma; to the Committee on Interior and Insular Affairs.

S. 1789. A bill for the relief of Ralph W. Pfeiffer; to the Committee on the Judiciary. (Mr. ECTON (for himself, Mr. LANGER, and Mr. HENDRICKSON) introduced Senate bill 1790, to amend the Classification Act of 1923, as amended, which was referred to the Committee on Post Office and Civil Service, and appears under a separate heading.)

By Mr. McMAHON:

S. 1791. A bill for the relief of Charlotte Johanna Joles and Joel Joles; and

S. 1792. A bill for the relief of Thomas Nicholas Epiphaniades and Wanda Julia Epiphaniades; to the Committee on the Judiciary.

By Mr. MURRAY:

S. 1793. A bill to provide for the location of mining claims by geological and geophysical prospecting methods, and for other purposes; to the Committee on Interior and Insular Affairs.

By Mr. TYDINGS:

S. 1794. A bill to repeal certain obsolete provisions of law relating to the naval service; and

S. 1795. A bill authorizing the detail of officers, warrant officers, and enlisted men of any component of the Army of the United States or of the Air Force of the United States to certain duties authorized for officers, warrant officers, or enlisted men of the Regular Army or Regular Air Force; to the Committee on Armed Services.

S. 1796. A bill to provide indemnity for contractors with any agency of the National Military Establishment against claims arising out of contracts for cloud modification research or development, and for other purposes;

S. 1797. A bill for the relief of Anna Lucille Jones and Paul Jones Johnson; and

S. 1798. A bill for the relief of Mrs. Minda Moore; to the Committee on the Judiciary.

By Mr. HICKENLOOPER (for himself and Mr. GILLETTE):

S. 1799. A bill authorizing the transfer of Fort Des Moines, Iowa, to the State of Iowa; to the Committee on Public Works.

By Mr. JOHNSON of Colorado:

S. 1800. A bill for the relief of J. Don Alexander;

S. 1801. A bill for the relief of Mrs. Effie S. Campbell; and

S. 1802. A bill for the relief of Anastasios Kollias; to the Committee on the Judiciary.

By Mr. VANDENBERG:

S. 1803. A bill to authorize the attendance of the United States Marine Band at the Twenty-third Annual Convention of the Reserve Officers Association of the United States, to be held in Grand Rapids, Mich., July 27 through July 30, 1949; to the Committee on Armed Services.

By Mr. THYE:

S. 1804. A bill to authorize the Secretary of the Interior to withhold certain wildlife-restoration project payments in the case of any State which unreasonably discriminates

against nonresident hunters; to the Committee on Interstate and Foreign Commerce.

(Mr. HUMPHREY introduced Senate bill 1805, to authorize grants and loans to cooperatives and nonprofit associations, operating medical and hospital-care plans, for the acquisition, construction and equipment of needed facilities, which was referred to the Committee on Labor and Public Welfare, and appears under a separate heading.)

By Mr. MYERS:

S. 1806. A bill for the relief of Leopold Czihak; to the Committee on the Judiciary.

By Mr. BUTLER:

S. 1807. A bill authorizing the Secretary of the Interior to issue a patent in fee to Robinson Smith; to the Committee on Interior and Insular Affairs.

By Mr. McMAHON:

S. J. Res. 88. Joint resolution extending the authority of the Maritime Commission to sell, charter, and operate vessels; to the Committee on Interstate and Foreign Commerce.

By Mr. O'CONOR:

S. J. Res. 89. Joint resolution to authorize the Postmaster General to withhold for 60 days power boat contracts for carrying mail; to the Committee on Post Office and Civil Service.

AMENDMENT OF CLASSIFICATION ACT OF 1923

Mr. ECTON. Mr. President, I introduce for reference to the appropriate committee a classification bill which amends the Classification Act of 1923, as amended, at the request of the Government Employees Organization.

This bill is a result of the experience gathered by the employees working under the old Classification Act. It grants a small increase in the minimum of the lower grades of the present Classification Act up to CAF-9. This bill provides an equitable method of handling the controversial down grading in efficiency. It grants to the employees of the departments or agencies the right of appeal, and such an appeal places the burden of proof for the action on the Government.

In the Veterans' Preference Act of 1944 and the appeal practice written into law, veterans have the right of appeal in this type of case to the Board of Appeals and Review of the United States Civil Service Commission. No such right is vested in the career nonveteran employees.

This is a bill that grants the same right of appeal to all Government employees.

The Senator from North Dakota [Mr. LANGER] and the Senator from New Jersey [Mr. HENDRICKSON] are joining with me in the introduction of this bill.

The bill (S. 1790) to amend the Classification Act of 1923, as amended, introduced by Mr. ECTON (for himself, Mr. LANGER, and Mr. HENDRICKSON), was read twice by its title, and referred to the Committee on Post Office and Civil Service.

COOPERATIVE HEALTH PROGRAM

Mr. HUMPHREY. Mr. President, I introduce for appropriate reference a bill providing for a cooperative health program, and I ask unanimous consent that an explanatory statement prepared by me, together with a communication from the Cook County Hospital Committee of Grand Marais, Minn., signed by James V. Creech, be printed in the RECORD.

The PRESIDENT pro tempore. The bill will be received and appropriately

referred, and, without objection, the statement and communication will be printed in the RECORD.

The bill (S. 1805) to authorize grants and loans to cooperatives and nonprofit associations, operating medical and hospital care plans, for the acquisition, construction, and equipment of needed facilities, introduced by Mr. HUMPHREY, was read twice by its title, and referred to the Committee on Labor and Public Welfare.

The statement and communication are as follows:

STATEMENT BY SENATOR HUMPHREY IN CONNECTION WITH THE INTRODUCTION OF THE COOPERATIVE HEALTH ACT

The purpose of this act is to assist cooperatives and other nonprofit associations to initiate and carry out voluntary, prepaid medical care plans for their members by means of Federal loans and grants to be used for the acquisition, construction, and equipping of much-needed clinical and health-center facilities.

The amount authorized for appropriation is \$25,000,000 per year for each of five consecutive years. This would provide the necessary funds to finance about 250 plans per year, or an average of about 5 per State.

One of the greatest social needs in the country today is to find a way to bring about a better distribution of medical care. The problem is how to bring a doctor and the blessings of modern medicine to the shortage areas, particularly the rural area.

In the great Midwest we have learned from long experience that the doctors are failing to locate in rural areas and are moving to the larger cities, mainly for two reasons: (1) the lack of a modern medical workshop necessary for the practice of modern medicine, and (2) the lack of assured incomes from year to year, especially in times of low farm income.

The farm people in the Midwest and in other farm areas of the country are accustomed to working out their own problems in their own way. They have learned to work together to better their economic lot by the device of cooperation. Now they are interested in using that technique to help themselves in the field of health care.

These people are anxious to develop voluntary prepaid medical care plans on a community or area basis in order to provide the funds to assure adequate income to physicians who will locate in their area. However, the first step, and the most difficult one, is the obtaining of the necessary capital to finance the clinic or health center. Many of these organized groups have attempted to raise the necessary capital funds from their own resources, only to find that they cannot obtain a sufficient amount to pay for the high cost of construction. When they attempt to find financing in the usual channels, such as the financial institutions and insurance companies, they find that lending agencies are not interested in this type of investment.

In this situation the Federal Government can be of great assistance. Most of all, these people want the opportunity to borrow the necessary funds for the physical facility on a long-term basis at a low rate of interest. They have seen how successfully this has worked in the rural electrification program and they feel that there is no reason why the same technique cannot be applied in another field of great human need. However, as we all know, there are some very low income areas in the country which will not be able to repay a loan even under the most liberal terms. Therefore, my bill also provides for grants.

The Surgeon General would be authorized under this bill to survey the situation and

upon application of a voluntary plan, he would determine whether to make a long-term loan or a grant, or a combination of both, to assist the community group in financing part or all of the cost of the health facility.

This bill simply helps people to help themselves. It fills a gap which is left open under our present program of assistance for hospital construction.

I need not point out to those of you from rural States that many rural areas are not able to finance the community share of the cost of a hospital, much less to sustain the hospital after it is built. What many of these communities need is a smaller facility such as a health center which is a clinic with five to twenty-five beds in the same structure. With such a facility, staffed with a few doctors, 80 to 90 percent of the day-to-day medical care needs of the area can be adequately cared for. Such a facility could take care also of maternity, injury, and emergency surgery cases free. The chronic and elective surgery cases not requiring immediate attention would be cared for in the hospital located in the neighboring town or county.

Three national rural health conferences, under the auspices of the American Medical Association, have studied this problem, and it is the consensus of the large farm organizations in the country that many of the problems of health they face can largely be worked out by the people themselves on a local community level. The granting of Federal assistance would give great impetus to the widespread demand for providing modern facilities to induce physicians to locate in rural areas.

However, this bill is not limited to rural areas alone. There is a shortage of adequate medical care at a cost within the reach of industrial workers in large cities. Many of our labor unions have large health and welfare funds. The membership of these unions desire comprehensive direct-service medical-care plans financed by these funds. Here again the great problem is to find the necessary capital to finance the clinic or health center to be located in the industrial areas of our large cities. This bill would suit the need in these areas as well.

From the standpoint of physicians, this Federal assistance would provide the means for increasing the availability to the medical profession of modern workshops which they themselves cannot finance. Also, because this bill stimulates self-help, prepayment plans, the funds will be available to assure physicians of the adequate incomes they so richly deserve.

It will be noted that the administration of this bill is in the hands of the Surgeon General under the Federal Security Administrator. The appropriation is relatively small, so that we would want to have efficient administration at the lowest possible cost. It is felt that if this assistance were appended to the Hill-Burton Act it would multiply the problems of administration through the States and increase the cost. The Hill-Burton Act refers throughout its language to hospitals, and it would probably require a rewriting of the bill to provide this special type of assistance. Also, many States have passed augmented and implemented acts under the Hill-Burton law which would take years to change and thus, in the meantime, hold back this type of assistance until it could be worked into the State hospital council system.

The need for this type of assistance is urgent. Many communities throughout the country would immediately apply for such assistance if it were available. There is no question but that this assistance will give great impetus to the rapid and sound development of voluntary plans throughout the country.

COOK COUNTY HOSPITAL COMMITTEE,
Grand Marais, Minn., April 9, 1949.
Senator HUBERT H. HUMPHREY,
3204 Coquelin Terrace,
Chevy Chase, Md.

DEAR MR. HUMPHREY: We have secured a tract of 10 acres of land here in the village of Grand Marais, and have had plans drawn, and an estimate presented on costs of a hospital for this county; we have gone over the various methods of procuring funds with which to build and equip this hospital, but find that we would more than likely have to bond the county for a sum that we the taxpayers could not exist under, so we have been considering asking the United States Government for a direct grant for a sum that would do the trick.

You perhaps know that Cook County only has left one-eighth of the entire area for tax purposes, the other seven-eighths being owned by the State of Minnesota or in the Superior National Forest, and from which we do not receive any tax. Also this State and Government ownership of our lands has restricted our population growth as well as our assessed valuation. According to the 1940 count, we have 3,190 people in Cook County; but in the summer we have more than 10,000 people here all the time, many of them own their summer homes here.

We are more than 80 miles from any form of medical center and with our lack of accommodations we only have one physician and one dentist and one public health nurse.

When our old folks become childish and unmanageable we have to send them to the insane asylum because we have no place to care for them; our sick folks are hauled either to Two Harbors, 85 miles away, or to Duluth, 110 miles distant; some of them have died on the way, others have been kept from a normal recovery by the long trip.

In the early days the United States Government gave grants of land to the railroads, and some of that land was situated here in Cook County, though we do not have any railroad, but I believe it would not be more than fair to us if we were given a like grant in value of money to build this contemplated hospital.

It will take about \$175,000 to build and equip and have it in condition to receive and care for patients.

The State of Minnesota have us on their list as a must for a small hospital, but under the set-up they have we would only receive about one-third of the financing from them and the two-thirds would be left for us to raise by some other method, and that is barred to us by reason of the facts set forth as above.

Will you please let us hear what you think of our plan and whether or not you would be willing to back us in it.

Yours very truly,

JAMES V. CREECH,
For the Committee.

DISTRICT OF COLUMBIA REVENUE BILL—
AMENDMENT

Mr. HUNT submitted an amendment intended to be proposed by him to the bill (H. R. 3704) to provide additional revenue for the District of Columbia, which was ordered to lie on the table and to be printed.

SCHOOL CONSTRUCTION PROGRAM—
AMENDMENTS

Mr. NEELY (for himself, Mr. PEPPER, Mr. KILGORE, Mr. MORSE, Mr. CHAVEZ, Mr. MAGNUSON, Mr. KERR, Mr. DOWNEY, Mr. AIKEN, Mr. TAYLOR, and Mr. MCFARLAND) submitted amendments in the nature of a substitute intended to be proposed by them, jointly, to the bill (S. 287) to provide for grants to assist the

81ST CONGRESS
1ST SESSION

S. 1790

IN THE SENATE OF THE UNITED STATES

MAY 6 (legislative day, APRIL 11), 1949

Mr. ECTON (for himself, Mr. LANGER, and Mr. HENDRICKSON) introduced the following bill; which was read twice and referred to the Committee on Post Office and Civil Service

A BILL

To amend the Classification Act of 1923, as amended.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That it be the policy of the Civil Service Commission, here-
4 after referred to as the Commission, in determining the rate
5 of basic compensation which an officer or employee shall
6 receive, pursuant to the Classification Act of 1923, as
7 amended, to recognize the principle of equal compensation
8 for substantially equal work, irrespective of sex, and to
9 allocate positions to the appropriate grades as specified in

1 section 6 of this Act so that rates of basic compensation
2 paid to officers and employees assigned to such positions
3 shall vary in proportion to the substantial differences in
4 the difficulty, responsibility, and qualifications for the work
5 performed, thereby insuring the maximum contribution of
6 officers and employees to efficiency and economy in the
7 service.

8 SEC. 2. (a) The Commission is authorized to and shall
9 prepare appropriate standards for placing positions in their
10 proper classes and grades after (1) consultation with the
11 departments and agencies and (2) making such inquiries or
12 investigation of the duties, responsibilities, and qualification
13 requirements of positions as it deems necessary for this posi-
14 tion. Such standards established by the Commission shall
15 define the various classes of positions in terms of duties, re-
16 sponsibilities, and qualification requirements; and shall estab-
17 lish official class titles and indicate the grades in which such
18 classes have been placed by the Commission. The depart-
19 ment or agency shall be required to furnish information for
20 and cooperate in the preparation of such standards.

21 (b) The Commission shall maintain such standards on
22 a current basis, in relation to changing duties and qualifica-
23 tion requirements, and shall from time to time, with the ad-

1 vice of the departments and agencies, revise, supplement, or
2 abolish existing standards, or prepare new standards.

3 SEC. 3. (a) Section 3 of the Act of March 4, 1923, as
4 amended by section 4 of the Act of July 4, 1930, is amended
5 as follows:

6 “The Commission shall have authority at any time to
7 (1) ascertain clearly the facts as to the duties, responsi-
8 bilities, and qualification requirements of any position under
9 this Act; (2) place in an appropriate class and grade any
10 newly created position or any position coming initially under
11 this Act.

12 “(b) Any officer or employee occupying a position
13 subject to this Act shall have the right at any time to appeal
14 the allocation of his position to the Commission, and the
15 Board of Appeals and Review, established within the Com-
16 mission, shall review such allocation or allocations as may
17 be appealed and shall make a determination as to the appro-
18 priateness thereof. Appeals relating to positions in the field
19 service shall be made initially to the civil-service region in
20 which the position exists and shall be further appealable
21 to the Board of Appeals and Review in the central office of
22 the Commission.

23 “(c) The Commission shall determine if any position

1 is in its appropriate class and grade, and after appropriate
2 investigation change such position from one class or grade
3 to another class or grade as such change appears warranted
4 by the facts.

5 “(d) The Commission shall have authority, either upon
6 its own initiative or at the request of any officer or employee
7 whose position is affected, to require a department or agency
8 to justify its action in reducing the classification of a posi-
9 tion; that is, reallocating it to a lower grade than that in
10 which it is currently placed. Reduction in the classification
11 of any position shall be based upon a substantial change in
12 the duties and responsibilities corresponding to the current
13 allocation of such position.

14 “(e) No appropriated funds shall be used to pay the
15 compensation of any officer or employee who places a super-
16 visory position in a class and grade solely on the basis of
17 the size of the group, section, bureau, or other organization
18 unit or the number of subordinates supervised. Such fac-
19 tors may be given effect only to the extent warranted by
20 the work load of the organization unit and then only in
21 combination with other factors, such as the kind, difficulty,
22 and complexity of work supervised, the degree and scope of

1 responsibility delegated to the supervisor, and the kind,
2 degree, and character of the supervision actually exercised.”

3 SEC. 4. (a) As a reward for long and efficient service,
4 each department or agency shall grant an additional step
5 increase (to be known as a longevity step increase) upon
6 the maximum schedule rate of the grade in which any posi-
7 tion is placed, to each officer or employee for each four
8 years of continuous service completed by him at such maxi-
9 mum rate without change of grade or rate of basic com-
10 pensation except such change as may be prescribed by any
11 provision of law otherwise applicable.

12 (b) (1) No officer or employee shall be entitled to more
13 than two longevity step increases while holding a position in
14 any grade above grade 10 of the salary schedule in section
15 6 of this Act.

16 (2) No officer or employee shall receive a longevity
17 step increase unless his current efficiency is “good” or better
18 than “good”.

19 (3) No officer or employee shall receive more than one
20 longevity step increase for any four years of continuous
21 service.

22 (4) The longevity step increase provided in this section

1 shall be equal to the largest of the step rates in the grade
2 to which a position of any officer or employee is allocated.

3 SEC. 5. Section 9 of the Classification Act of 1923, as
4 amended, is further amended as follows:

5 "The Commission shall have authority to review the
6 findings of any Board or Boards of Review, established under
7 existing law, to consider and pass upon the merits of effi-
8 ciency ratings assigned to officers or employees which may
9 be submitted to such Boards by officers or employees to
10 whom such ratings have been assigned.

11 "Wherever the efficiency rating for the current rating
12 period, which has been assigned to an officer or any em-
13 ployee, is lower than the rating assigned him in the period
14 immediately preceding, the burden of proof in connection
15 with any review of such grading shall rest upon the de-
16 partment or agency which has assigned the rating.

17 "It shall be incumbent upon the department or agency
18 in which any officer or employee is serving to give such
19 officer or employee as early as possible in the current rating
20 period a specific statement in writing setting forth the

1 requirements of his position and indicating the standard
2 which he may be expected to attain in the performance of
3 such duties, the purpose of such statement being to assist
4 in the preparation of the efficiency rating to be assigned such
5 officer or employee for the current rating period. It shall
6 be recognized that each officer and employee shall be given
7 such statement for each rating period in which there has
8 been substantial changes in his duties or responsibilities or
9 change or allocation to the class in which his position has
10 been allocated.”

11 SEC. 6. (a) The compensation schedules and indicated
12 levels of responsibility for the various grades, as set out
13 in section 13 of the Act of March 4, 1923, as amended, are
14 further amended to provide for—

15 (1) a “General Schedule”, the symbol for which
16 shall be “GS”, in lieu of the professional and scientific
17 service, the clerical, administrative, and fiscal service,
18 and the subprofessional service specified in section 13
19 of the Classification Act of 1923, as amended; and

20 (2) a “Crafts, Protective, and Custodial Schedule”,

1 the symbol for which shall be "CPC", in lieu of the
 2 crafts, protective, and custodial service specified in such
 3 section.

4 (b) The General Schedule and the Crafts, Protective,
 5 and Custodial Schedule shall be divided into grades of diffi-
 6 culty and responsibility of work which shall correspond
 7 to the grades and services of the Classification Act of 1923,
 8 as amended, as set forth below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General schedule	Crafts, protective, and custodial schedule
	1			GS-1	
	2	1		GS-1	
	3	2		GS-2	
	4	3		GS-3	
	5	4		GS-4	
1	6	5		GS-5	
	7	6		GS-6	
2	8	7		GS-7	
		8		GS-8	
3		9		GS-9	
		10		GS-10	
4		11		GS-11	
5		12		GS-12	
6		13		GS-13	
7		14		GS-14	
8		15		GS-15	
			1		CPC-1
			2		CPC-2
			3		CPC-3
			4		CPC-4
			5		CPC-5
			6		CPC-6
			7		CPC-7
			8		CPC-8
			9		CPC-9
			10		CPC-10

(c) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates						
GS-1 -----	\$2, 180	\$2, 260	\$2, 340	\$2, 420	\$2, 500	\$2, 580	\$2, 660
GS-2 -----	\$2, 400	\$2, 480	\$2, 560	\$2, 640	\$2, 720	\$2, 800	\$2, 880
GS-3 -----	\$2, 640	\$2, 720	\$2, 800	\$2, 880	\$2, 960	\$3, 040	\$3, 120
GS-4 -----	\$2, 860	\$2, 940	\$3, 020	\$3, 100	\$3, 180	\$3, 260	\$3, 340
GS-5 -----	\$3, 100	\$3, 225	\$3, 350	\$3, 475	\$3, 600	\$3, 725	\$3, 850
GS-6 -----	\$3, 475	\$3, 600	\$3, 725	\$3, 850	\$3, 975	\$4, 100	\$4, 225
GS-7 -----	\$3, 850	\$3, 975	\$4, 100	\$4, 225	\$4, 350	\$4, 475	\$4, 600
GS-8 -----	\$4, 225	\$4, 350	\$4, 475	\$4, 600	\$4, 725	\$4, 850	\$4, 975
GS-9 -----	\$4, 600	\$4, 725	\$4, 850	\$4, 975	\$5, 100	\$5, 225	\$5, 350
GS-10 -----	\$5, 000	\$5, 125	\$5, 250	\$5, 375	\$5, 500	\$5, 625	\$5, 750
GS-11 -----	\$5, 400	\$5, 600	\$5, 800	\$6, 000	\$6, 200	\$6, 400	
GS-12 -----	\$6, 400	\$6, 600	\$6, 800	\$7, 000	\$7, 200	\$7, 400	
GS-13 -----	\$7, 600	\$7, 800	\$8, 000	\$8, 200	\$8, 400	\$8, 600	
GS-14 -----	\$8, 800	\$9, 000	\$9, 200	\$9, 400	\$9, 600	\$9, 800	
GS-15 -----	\$10, 000	\$10, 250	\$10, 500	\$10, 750	\$11, 000		
GS-16 -----	\$11, 500	\$11, 750	\$12, 000	\$12, 250	\$12, 500		
GS-17 -----	\$13, 000	\$13, 250	\$13, 500	\$13, 750	\$14, 000		
GS-18 -----	\$15, 000						
GS-19 -----	\$16, 000						

(d) The compensation schedule for the Crafts, Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates						
CPC-1 -----	\$1, 440	\$1, 500	\$1, 560	\$1, 620	\$1, 680	\$1, 740	\$1, 800
CPC-2 -----	\$2, 100	\$2, 170	\$2, 240	\$2, 310	\$2, 380	\$2, 450	\$2, 520
CPC-3 -----	\$2, 240	\$2, 320	\$2, 400	\$2, 480	\$2, 560	\$2, 640	\$2, 720
CPC-4 -----	\$2, 480	\$2, 560	\$2, 640	\$2, 720	\$2, 800	\$2, 880	\$2, 960
CPC-5 -----	\$2, 720	\$2, 800	\$2, 880	\$2, 960	\$3, 040	\$3, 120	\$3, 200
CPC-6 -----	\$2, 960	\$3, 040	\$3, 120	\$3, 200	\$3, 280	\$3, 360	\$3, 440
CPC-7 -----	\$3, 200	\$3, 300	\$3, 400	\$3, 500	\$3, 600	\$3, 700	\$3, 800
CPC-8 -----	\$3, 400	\$3, 525	\$3, 650	\$3, 775	\$3, 900	\$4, 025	\$4, 150
CPC-9 -----	\$3, 775	\$3, 900	\$4, 025	\$4, 150	\$4, 275	\$4, 400	\$4, 525
CPC-10 -----	\$4, 150	\$4, 275	\$4, 400	\$4, 525	\$4, 650	\$4, 775	\$4, 900

SEC. 7. (a) The general description of the duties which are assigned to each of the grades into which the Professional and Scientific Service, Clerical, and Administrative and Fiscal Service, Subprofessional Service and Crafts, Protective and Custodial Service are at present divided in the Classification Act of 1923, as amended, and which indi-

1 cate the difference of levels of responsibility which distin-
2 guishes one group from another, shall continue in effect
3 as applicable to the General Schedule which is established
4 in this Act, and the various services and grades being reestab-
5 lished as the General Schedule in accordance with the tab-
6 ulations appearing in section 6.

7 (b) In all cases where the number of pay rates within
8 a grade specified in this Act is the same as in the corre-
9 sponding grade of the Classification Act of 1923, as amended,
10 the employee shall have the relative new pay rate of the
11 grade, and where a grade has been subdivided into five
12 pay rates, the fourth pay step shall be considered the inter-
13 mediate or middle step and assignment of rates in the new
14 grade shall be made on that basis.

15 SEC. 8. (a) Employees receiving a rate of basic com-
16 pensation, authorized by law, immediately prior to the effec-
17 tive date of this Act, in excess of the appropriate new rate
18 of the grades may continue to receive such rate so long as
19 they remain in the same position and grade, but when any
20 such position becomes vacant, the rate of basic compensation
21 of any subsequent appointee shall be fixed in accordance
22 with this Act.

23 (b) Any increase in rate of basic compensation by

1 reason of the enactment of this Act shall not be regarded
2 as an "equivalent increase" in compensation within the
3 meaning of existing law.

4 SEC. 9. (a) (1) Grade GS-16 shall include all classes
5 of positions the duties of which are to perform, under general
6 administrative direction, work of outstanding difficulty and
7 responsibility.

8 (2) Grade GA-17 shall include all classes of positions
9 the duties of which are to serve as the head of a bureau
10 where the authority and responsibility vested in such posi-
11 tion are complex and of a high order among the whole group
12 of positions of heads of bureaus; or to plan and direct or
13 direct and execute professional, scientific, technical, adminis-
14 trative, fiscal, or other specialized programs of exceptional
15 difficulty, responsibility, and national significance.

16 (3) Grade GS-18 shall include positions the duties of
17 which are of a higher level of responsibility, complexity, or
18 national significance than those allocable to grade GA-17.

19 (4) In any case in which the President finds that a
20 position has duties of such importance that it is of equal
21 value to positions for which a salary rate of \$16,000 per
22 annum is established by other law, he is authorized to place
23 such position in grade GS-19.

1 (b) No position shall be placed in grade 16, 17, or 18
2 of the General Schedule except by action of, or after prior
3 approval by, the Commission.

4 (c) No position shall be placed in or removed from
5 grade 19 of the General Schedule except by the President
6 upon recommendation of the Commission.

7 SEC. 10. There are hereby authorized to be appropriated
8 such sums as may be necessary to carry out the provisions
9 of this Act.

10 SEC. 11. All Acts or parts of Acts not in conformance
11 with this Act are hereby repealed.

12 SEC. 12. This Act shall take effect upon passage.

A BILL

To amend the Classification Act of 1923, as amended.

By Mr. ECTON, Mr. LANGER, and Mr.
HENDRICKSON

MAY 6 (legislative day, APRIL 11), 1949
Read twice and referred to the Committee on Post
Office and Civil Service

81ST CONGRESS
1ST SESSION

S. 2379

IN THE SENATE OF THE UNITED STATES

AUGUST 4 (legislative day, JUNE 2), 1949

Mr. LONG introduced the following bill; which was read twice and referred to the Committee on Post Office and Civil Service

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the "Position-Classification
4 and Pay Act of 1949".

5 TITLE I—DECLARATION OF POLICY

6 SEC. 101. It is the purpose of this Act to provide a
7 plan for classification of positions and for rates of basic
8 compensation whereby—

(1) in determining the rate of basic compensation which an officer or employee shall receive, (A) the principle of equal pay for substantially equal work shall be followed, and (B) variations in rates of basic compensation paid to different officers and employees shall be in proportion to substantial differences in the difficulty, responsibility, and qualification requirements of the work performed and to the contributions of officers and employees to efficiency and economy in the service; and

(2) individual positions shall, in accordance with their duties, responsibilities, and qualification requirements, be so grouped and identified by classes and grades, as defined in section 301, and the various classes shall be so described in published standards, as provided for in title IV, that the resulting position-classification system can be used in all phases of personnel administration.

TITLE II—COVERAGE AND EXEMPTIONS

SEC. 201. (a) For the purposes of this Act, the term “department” includes (1) the executive departments; (2) the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States; (3) the Administrative Office of the United States Courts; (4) the Library of Congress; (5) the

1 Botanic Garden; (6) the Government Printing Office;
2 (7) the General Accounting Office; (8) the Office of the
3 Architect of the Capitol; and (9) the municipal government
4 of the District of Columbia.

5 (b) Subject to the exemptions specified in section 202,
6 this Act shall apply to all civilian positions, officers, and
7 employees in or under the departments.

8 SEC. 202. This Act shall not apply to—

9 (1) the field service of the Post Office Department,
10 for which the salary rates are fixed by Public Law
11 134, Seventy-ninth Congress, approved July 6, 1945,
12 as amended and supplemented;

13 (2) the Foreign Service of the United States under
14 the Department of State, for which the salary rates are
15 fixed by the Foreign Service Act of 1946, as supple-
16 mented by Public Law 160, Eighty-first Congress, ap-
17 proved July 6, 1949;

18 (3) physicians, dentists, nurses, and other em-
19 ployees in the Department of Medicine and Surgery in
20 the Veterans' Administration, whose compensation is
21 fixed under Public Law 293, Seventy-ninth Congress,
22 approved January 3, 1946;

23 (4) teachers, school officers, and employees of the
24 Board of Education of the District of Columbia, whose
25 compensation is fixed under the District of Columbia

Teachers' Salary Act of 1947, as supplemented by Public Law 151, Eighty-first Congress, approved June 30, 1949;

(5) officers and members of the Metropolitan Police, the Fire Department of the District of Columbia, the United States Park Police, and the White House Police;

(6) lighthouse keepers and civilian employees on lightships and vessels of the Coast Guard, whose compensation is fixed under Public Law 143, Eighty-first Congress, approved June 29, 1949;

(7) positions and employees in recognized trades or crafts, or other skilled mechanical crafts, or in unskilled, semiskilled, or skilled manual-labor occupations (except such employees in positions to which the Classification Act of 1923, as amended, now applies, the duties of which involve the maintenance and operation of public buildings and associated equipment or the performance of work in scientific or engineering laboratories as aides to scientists or engineers), and employees in the Bureau of Engraving and Printing the duties of whom are to perform or to direct manual or machine operations requiring special skill or experience, or to perform or direct the counting, examining, sorting, or other

1 verification of the product of manual or machine
2 operations;

3 (8) officers and members of crews of vessels,
4 whose compensation shall be fixed and adjusted from
5 time to time as nearly as is consistent with the public
6 interest in accordance with prevailing rates and practices
7 in the maritime industry;

8 (9) employees of the Government Printing Office
9 whose compensation is fixed under Public, Numbered
10 276, Sixty-eight Congress, approved June 7, 1924;

11 (10) civilian professors, lecturers, and instructors
12 at the Naval War College and the Naval Academy
13 whose compensation is fixed under Public Law 604,
14 Seventy-ninth Congress; senior professors, professors,
15 associate and assistant professors, and instructors at the
16 Naval Postgraduate School whose compensation is fixed
17 under Public Law 303, Eightieth Congress; and the
18 Academic Dean of the Postgraduate School of the Naval
19 Academy whose compensation is fixed under Public Law
20 402, Seventy-ninth Congress;

21 (11) aliens or persons not citizens of the United
22 States who occupy positions outside the several States
23 and the District of Columbia;

24 (12) the Tennessee Valley Authority;

1 (13) the Inland Waterways Corporation;

2 (14) the Alaska Railroad;

3 (15) the Virgin Islands Corporation;

4 (16) the Central Intelligence Agency;

5 (17) employees who serve without compensation or
6 at nominal rates of compensation;

7 (18) employees none or only part of whose com-
8 pensation is paid from appropriated funds of the United
9 States: *Provided*, That with respect to the Veterans'
10 Canteen Service in the Veterans' Administration, the
11 provisions of this paragraph shall be applicable only to
12 those positions which are exempt from the Classifica-
13 tion Act of 1923, as amended, pursuant to Public Law
14 636, Seventy-ninth Congress, approved August 7, 1946,
15 as amended;

16 (19) employees whose compensation is fixed under
17 a cooperative agreement between the United States and
18 (A) a State, Territory, or possession of the United
19 States, or political subdivision thereof, or (B) a person
20 or organization outside the service of the Federal
21 Government;

22 (20) student nurses, medical or dental interns,
23 residents-in-training, student dietitians, student physical
24 therapists, student occupational therapists, and other
25 student employees, assigned or attached to a hospital,

1 clinic, or laboratory primarily for training purposes,
2 whose compensation is fixed under Public Law 330,
3 Eightieth Congress, approved August 4, 1947, or section
4 14 (b) of Public Law 293, Seventy-ninth Congress,
5 approved January 3, 1946, as amended by Public Law
6 722, Eightieth Congress, approved June 19, 1948;

7 (21) inmates, patients, or beneficiaries receiving
8 care or treatment or living in Government agencies or
9 institutions;

10 (22) experts or consultants, when employed tempo-
11 rarily or intermittently in accordance with section 15
12 of Public Law 600, Seventy-ninth Congress, approved
13 August 2, 1946;

14 (23) emergency or seasonal employees occupying
15 positions of uncertain or purely temporary duration, or
16 who are employed for brief periods at intervals;

17 (24) persons employed on a fee, contract, or piece-
18 work basis;

19 (25) persons who may lawfully perform their duties
20 concurrently with their private profession, business, or
21 other employment, and whose duties require only a por-
22 tion of their time, where it is impracticable to ascertain
23 or anticipate the proportion of time devoted to the service
24 of the Federal Government;

25 (26) positions for which rates of basic compensa-

tion are individually fixed, or expressly authorized to be fixed, by any other law, at or in excess of the regular maximum rate of the highest grade established by this Act.

SEC. 203. The Civil Service Commission, hereinafter referred to as the "Commission", is authorized and directed to determine finally the applicability of sections 201 and 202 to specific positions, officers, and employees.

TITLE III—BASIS FOR CLASSIFYING POSITIONS

SEC. 301. For the purposes of this Act, the term—

(1) "position" means the work, consisting of the duties and responsibilities, assignable to an officer or employee;

(2) "class" or "class of positions" includes all positions which are sufficiently similar, as to (A) kind or subject matter of work, (B) level of difficulty and responsibility, and (C) the qualification requirements of the work, to warrant similar treatment in personnel and pay administration; and

(3) "grade" includes all classes of positions which (although different with respect to kind or subject matter of work) are sufficiently equivalent as to (A) level of difficulty and responsibility, and (B) level of

1 qualification requirements of the work, to warrant the
2 inclusion of such classes of positions within one range
3 of rates of basic compensation, as specified in title VI.

4 SEC. 302. (a) Each position shall be placed in its ap-
5 propriate class. The basis for determining the class in
6 which each position shall be placed shall be the duties and
7 responsibilities of such position and the qualifications re-
8 quired by such duties and responsibilities.

9 (b) Each class shall be placed in its appropriate grade.
10 The basis for determining the grade in which each class shall
11 be placed shall be the level of difficulty, responsibility, and
12 qualification requirements of the work of such class.

13 SEC. 303. No appropriated funds shall be used to pay
14 the compensation of any officer or employee who places a
15 supervisory position in a class and grade solely on the basis
16 of the size of the group, section, bureau, or other organiza-
17 tion unit or the number of subordinates supervised. Such
18 factors may be given effect only to the extent warranted by
19 the work load of the organization unit and then only in
20 combination with other factors, such as the kind, difficulty,
21 and complexity of work supervised, the degree and scope of
22 responsibility delegated to the supervisor, and the kind, de-
23 gree, and character of the supervision actually exercised.

1 TITLE IV—PREPARATION AND PUBLICATION
2 OF STANDARDS

3 SEC. 401. (a) The Commission, after consultation with
4 the departments, shall prepare standards for placing positions
5 in their proper classes and grades. The Commission is au-
6 thorized to make such inquiries or investigations of the duties,
7 responsibilities, and qualification requirements of positions
8 as it deems necessary for this purpose. In such standards
9 the Commission shall (1) define the various classes of posi-
10 tions that exist in the service in terms of duties, responsi-
11 bilities, and qualification requirements; (2) establish the
12 official class titles; and (3) set forth the grades in which
13 such classes have been placed by the Commission. At the
14 request of the Commission, the departments shall furnish in-
15 formation for and cooperate in the preparation of such stand-
16 ards. Such standards shall be published in such form as the
17 Commission may determine.

18 (b) The Commission shall keep such standards up to
19 date. From time to time, after consultation with the depart-
20 ments to the extent deemed necessary by the Commission, it
21 may revise, supplement, or abolish existing standards, or
22 prepare new standards, so that, as nearly as may be practi-
23 cable, positions existing at any given time within the service
24 will be covered by current published standards.

25 (c) The official class titles so established shall be used

1 for personnel, budget, and fiscal purposes, but this require-
2 ment shall not prevent the use of organizational or other
3 titles for internal administration, public convenience, law
4 enforcement, or similar purposes.

5 TITLE V—AUTHORITY AND PROCEDURE

6 SEC. 501. (a) Notwithstanding section 502, the Com-
7 mission shall have authority, which may be exercised at
8 any time in its discretion, to—

9 (1) ascertain currently the facts as to the duties,
10 responsibilities, and qualification requirements of any
11 position;

12 (2) place in an appropriate class and grade any
13 newly created position or any position coming initially
14 under this Act;

15 (3) decide whether any position is in its appro-
16 priate class and grade; and

17 (4) change any position from one class or grade
18 to another class or grade whenever the facts warrant.

19 The Commission shall certify to the department concerned
20 action taken by the Commission under paragraph (2) or
21 (4). The department shall take action in accordance with
22 such certificate, and such certificate shall be binding on all
23 administrative, certifying, pay roll, disbursing, and account-
24 ing officers of the Government.

25 (b) Any employee or employees (including any officer

1 or officers) affected or any department may request at any
2 time that the Commission exercise the authority granted to it
3 under subsection (a) and the Commission shall act upon
4 such request.

5 SEC. 502. (a) Except as otherwise provided in this
6 title, each department shall place each position under its
7 jurisdiction to which this Act applies in its appropriate
8 class and grade in conformance with standards published
9 by the Commission or, if no published standards directly
10 apply, consistently with published standards. A department
11 may, whenever the facts warrant, change any position which
12 it has placed in a class or grade under this subsection from
13 such class or grade to another class or grade. Such actions
14 of the departments shall be the basis for the payment of
15 compensation and for personnel transactions until changed
16 by certificate of the Commission.

17 (b) The Commission shall, from time to time, review
18 such number of positions in each department as will enable
19 the Commission to determine whether such department is
20 placing positions in classes and grades in conformance with
21 or consistently with published standards.

22 SEC. 503. Whenever the Commission finds under sec-
23 tion 502 (b) that a position to which this Act applies is not
24 placed in its proper class and grade in conformance with
25 published standards or that positions for which no standards

1 have been published are not placed in classes and grades
2 consistently with published standards, it shall, after consul-
3 tation with appropriate officers or employees of the depart-
4 ment concerned, place each such position in its appropriate
5 class and grade and shall certify such action to the depart-
6 ment. The department shall take action in accordance with
7 such certificate, and such certificate shall be binding on
8 all administrative, certifying, pay roll, disbursing, and ac-
9 counting officers of the Government.

10 SEC. 504. (a) Whenever the Commission finds that
11 any department is not placing positions in classes and grades
12 in conformance with or consistently with published standards,
13 it may revoke or suspend in whole or in part the authority
14 granted to the department under section 502 and require
15 that prior approval of the Commission be secured before an
16 action placing a position in a class and grade becomes effec-
17 tive for pay roll and other personnel purposes. Such revoca-
18 tions or suspensions may be limited in the discretion of the
19 Commission, to (1) the departmental or field service, or any
20 part thereof; (2) any geographic area; (3) any organiza-
21 tion unit or group of organization units; (4) certain types
22 of classification actions; (5) classes in particular occupa-
23 tional groups or grades; or (6) classes for which standards
24 have not been published.

25 (b) After all or part of the authority of the department

1 has been revoked or suspended, the Commission may at any
2 time restore such authority to the extent that it is satisfied
3 that subsequent actions placing positions in classes and grades
4 will be taken in conformance with or consistently with pub-
5 lished standards.

6 SEC. 505. No position shall be placed in grade 13, 14,
7 or 15 of the General Schedule except by action of, or after
8 prior approval by, the Commission.

9 SEC. 506. The Commission may (1) prescribe the
10 form in which each department shall record the duties and
11 responsibilities of positions to which this Act applies and
12 the places where such records shall be maintained, (2)
13 examine these or any other pertinent records of the depart-
14 ment, and (3) interview any officers or employees of the
15 department who have knowledge of the duties and responsi-
16 bilities of such positions and information as to the reasons
17 for placing a position in any class and grade.

18 TITLE VI—BASIC COMPENSATION SCHEDULES

19 SEC. 601. There are hereby established the following
20 basic compensation schedules for positions to which this Act
21 applies:

22 (1) A "General Schedule", the symbol for which
23 shall be "GS", in lieu of the professional and scientific
24 service, the clerical, administrative, and fiscal service,

and the subprofessional service specified in section 13 of the Classification Act of 1923, as amended; and

(2) A "Crafts, Protective, and Custodial Schedule", the symbol for which shall be "CPC", in lieu of the crafts, protective, and custodial service specified in such section.

SEC. 602. (a) The General Schedule shall be divided into fifteen grades of difficulty and responsibility of work.

(b) The Crafts, Protective, and Custodial Schedule shall be divided into nine grades of difficulty and responsibility of work.

SEC. 603. (a) Except as provided in subsection (c) (2), the rates of basic compensation with respect to officers, employees, and positions to which this Act applies shall be in accordance with the schedules of per annum rates contained in subsections (b) and (c) (1).

(b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates						
GS-1	\$2,100	\$2,180	\$2,260	\$2,340	\$2,420	\$2,500	\$2,580
GS-2	\$2,350	\$2,430	\$2,510	\$2,590	\$2,670	\$2,750	\$2,830
GS-3	\$2,600	\$2,680	\$2,760	\$2,840	\$2,920	\$3,000	\$3,080
GS-4	\$2,900	\$2,980	\$3,060	\$3,140	\$3,220	\$3,300	\$3,380
GS-5	\$3,100	\$3,225	\$3,350	\$3,475	\$3,600	\$3,725	\$3,850
GS-6	\$3,850	\$3,975	\$4,100	\$4,225	\$4,350	\$4,475	\$4,600
GS-7	\$4,600	\$4,725	\$4,850	\$4,975	\$5,100	\$5,225	\$5,350
GS-8	\$5,400	\$5,650	\$5,900	\$6,150	\$6,400		
GS-9	\$6,400	\$6,650	\$6,900	\$7,150	\$7,400		
GS-10	\$7,600	\$7,850	\$8,100	\$8,350	\$8,600		
GS-11	\$8,800	\$9,050	\$9,300	\$9,550	\$9,800		
GS-12	\$10,000	\$10,500	\$11,000				
GS-13	\$11,500	\$12,000	\$12,500				
GS-14	\$13,000	\$13,500	\$14,000				
GS-15	\$15,000						

(c) (1) The compensation schedule for the Crafts, Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates							
CPC-1-----	\$1,410	\$1,470	\$1,530	\$1,590	\$1,650	\$1,710	\$1,770	
CPC-2-----	\$2,080	\$2,150	\$2,220	\$2,290	\$2,360	\$2,430	\$2,500	
CPC-3-----	\$2,420	\$2,500	\$2,580	\$2,660	\$2,740	\$2,820	\$2,900	
CPC-4-----	\$2,680	\$2,760	\$2,840	\$2,920	\$3,000	\$3,080	\$3,160	
CPC-5-----	\$2,960	\$3,040	\$3,120	\$3,200	\$3,280	\$3,360	\$3,440	
CPC-6-----	\$3,180	\$3,280	\$3,380	\$3,480	\$3,580	\$3,680	\$3,780	
CPC-7-----	\$3,400	\$3,525	\$3,650	\$3,775	\$3,900	\$4,025	\$4,150	
CPC-8-----	\$3,775	\$3,900	\$4,025	\$4,150	\$4,275	\$4,400	\$4,525	
CPC-9-----	\$4,150	\$4,275	\$4,400	\$4,525	\$4,650	\$4,775	\$4,900	

(2) Charwomen working part time shall be paid at the rate of \$1.13 per hour, and head charwomen working part time at the rate of \$1.18 per hour.

(d) Whenever payment is made on the basis of a daily, hourly, weekly, or monthly rate, such rate shall be computed from the appropriate annual rate specified in subsection (b) or (c) by the method prescribed in section 604 (d) of the Federal Employees Pay Act of 1945.

SEC. 604. (a) For the purpose of making initial adjustments to the classification grades provided in this Act, positions which are required to be compensated in accordance with this Act and which were immediately prior to the effective date of this title in the professional and scientific service, the subprofessional service, the clerical, administrative, and fiscal service, or the crafts, protective, and custodial service of the Classification Act of 1923, as amended, are hereby allo-

1 cated to corresponding grades of the General Schedule or the
 2 Crafts, Protective, and Custodial Schedule as set forth below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General Schedule	Crafts, Protective, and Custodial Schedule
	1			GS-1	
	2	1		GS-1	
	3	2		GS-2	
	4	3		GS-3	
	5	4		GS-4	
1	6	5		GS-5	
	7	6		GS-5	
2	8	7		GS-6	
		8		GS-6	
3		9		GS-7	
		10		GS-7	
4		11		GS-8	
5		12		GS-9	
6		13		GS-10	
7		14		GS-11	
8		15		GS-12	
			1		CPC-1
			2		CPC-2
			3		CPC-2
			4		CPC-3
			5		CPC-4
			6		CPC-5
			7		CPC-6
			8		CPC-7
			9		CPC-8
			10		CPC-9

3 (b) The rates of basic compensation of officers and em-
 4 ployees to whom this Act applies shall be initially adjusted
 5 as follows:

6 (1) In all cases where the number of pay rates within

1 a grade specified in this Act is the same as in the correspond-
2 ing grade of the Classification Act of 1923, as amended,
3 employees shall have the same relative pay rate of the new
4 grade, except as provided in paragraphs (2), (3), (4),
5 (5), (6), and (11) of this subsection.

6 (2) Employees in grade 1 of the subprofessional serv-
7 ice immediately prior to the effective date of this title, at the
8 first, second, third, fourth, fifth, sixth, and seventh rate shall
9 have the first, first, second, third, fourth, fifth, and sixth
10 rate, respectively, of grade 1 of the General Schedule.

11 (3) Employees in grade 2 of the subprofessional service
12 immediately prior to the effective date of this title, at the
13 first, second, third, fourth, fifth, sixth, and seventh rate
14 shall have the second, third, fourth, fifth, sixth, seventh, and
15 seventh rate, respectively, of grade 1 of the General Schedule.

16 (4) Employees in grade 7 of the subprofessional serv-
17 ice and grade 6 of the clerical, administrative, and fiscal
18 service immediately prior to the effective date of this title,
19 at the first, second, third, and fourth rate shall have the
20 fourth, fifth, sixth, and seventh rate, respectively, of grade 5
21 of the General Schedule. Employees in these grades im-
22 mediately prior to the effective date of this title, at the fifth,
23 sixth, and seventh rate shall have such rate initially adjusted
24 to \$3,975, \$4,100, and \$4,225, respectively.

1 (5) Employees in grade 8 of the clerical, administra-
2 tive, and fiscal service immediately prior to the effective date
3 of this title, at the first, second, third, and fourth rate shall
4 have the fourth, fifth, sixth, and seventh rate, respectively,
5 of grade 6 of the General Schedule. Employees in this grade
6 immediately prior to the effective date of this title, at the
7 fifth, sixth, and seventh rate shall have such rate initially
8 adjusted to \$4,725, \$4,850, and \$4,975, respectively.

9 (6) Employees in grade 10 of the clerical, administra-
10 tive, and fiscal service immediately prior to the effective date
11 of this title, at the first, second, third, and fourth rate shall
12 have the fourth, fifth, sixth, and seventh rate, respectively,
13 of grade 7 of the General Schedule. Employees in this
14 grade immediately prior to the effective date of this title, at
15 the fifth, sixth, and seventh rate shall have such rate ini-
16 tially adjusted to \$5,475, \$5,600, and \$5,725, respectively.

17 (7) Employees in grade 1 of the crafts, protective, and
18 custodial service immediately prior to the effective date of
19 this title, at the first, second, third, fourth, and fifth rate
20 shall have the first, third, fourth, sixth, and seventh rate,
21 respectively, of grade 1 of the Crafts, Protective, and Cus-
22 todial Schedule.

23 (8) Employees in grade 2 of the crafts, protective, and
24 custodial service immediately prior to the effective date of

1 this title, shall have the same relative pay rate of the first six
2 rates, respectively, of grade 2 of the Crafts, Protective, and
3 Custodial Schedule.

4 (9) Employees in grade 3 of the crafts, protective, and
5 custodial service immediately prior to the effective date of
6 this title, at the first, second, third, fourth, and fifth rate
7 shall have the third, fourth, fifth, sixth, and seventh rate,
8 respectively, of grade 2 of the Crafts, Protective, and Cus-
9 todial Schedule. Employees in this grade immediately prior
10 to the effective date of this title, at the sixth rate shall have
11 such rate initially adjusted to \$2,570.

12 (10) Employees in grade 8 of the professional and
13 scientific service and grade 15 of the clerical, administrative,
14 and fiscal service immediately prior to the effective date of
15 this title, at the first and second rate of the grade shall have
16 the second and third rate, respectively, of grade 12 of the
17 General Schedule.

18 (11) Employees receiving a rate of basic compensa-
19 tion immediately prior to the effective date of this title, in
20 excess of the appropriate new rate of the grade as determined
21 under paragraph (1) to (10), inclusive, may continue to
22 receive such rate so long as they remain in the same position
23 and grade, but, when any such position becomes vacant,
24 the rate of basic compensation of any subsequent appointee
25 shall be fixed in accordance with this Act.

1 SEC. 605. Each of the rates, \$3,975, \$4,100, and
2 \$4,225 in grade 5 of the General Schedule, \$4,725,
3 \$4,850, and \$4,975 in grade 6 of the General Schedule,
4 \$5,475, \$5,600, and \$5,725 in grade 7 of the General
5 Schedule, and \$2,570 in grade 2 of the Crafts, Protective,
6 and Custodial Schedule, is authorized to be paid only to
7 those employees whose existing compensation is initially
8 adjusted to that rate under section 604 (b).

9 SEC. 606. Any increase in rate of basic compensation
10 by reason of the enactment of this title shall not be regarded
11 as an "equivalent increase" in compensation within the mean-
12 ing of section 701.

13 TITLE VII—STEP INCREASES

14 SEC. 701. Each officer or employee compensated on a
15 per annum basis, and occupying a permanent position
16 within the scope of the compensation schedules fixed by this
17 Act, who has not attained the maximum rate of compensa-
18 tion for the grade in which his position is placed, shall be
19 advanced in compensation successively to the next higher
20 rate within the grade at the beginning of the next pay period
21 following the completion of (1) each fifty-two calendar
22 weeks of service if his position is in a grade in which the
23 step increases are less than \$200, or (2) each seventy-
24 eight calendar weeks of service if his position is in a grade

1 in which the step increases are \$200 or more, subject to
2 the following conditions:

3 (A) That no equivalent increase in compensation from
4 any cause was received during such period, except increase
5 made pursuant to section 702 or 1002;

6 (B) That the service and conduct of such officer or
7 employee are certified by the department as being satisfac-
8 tory; and

9 (C) That the benefit of successive step increases shall
10 be preserved, under regulations issued by the Commission,
11 for officers and employees whose continuous service is in-
12 terrupted in the public interest by service with the armed
13 forces or by service in essential non-Government civilian
14 employment during a period of war or national emergency.

15 SEC. 702. Within the limit of available appropriations
16 and in accordance with standards promulgated by the Com-
17 mission, each department is authorized, subject to prior ap-
18 proval by the Commission (except as provided in section
19 704), to make additional step increases as a reward for
20 superior accomplishment, but no officer or employee shall be
21 eligible for more than one such additional step increase within
22 each of the time periods specified in section 701.

23 SEC. 703. (a) Subject to subsection (b), within the
24 limit of available appropriations, and in accordance with

1 standards promulgated by the Commission, each department
2 is authorized, subject to prior approval by the Commission
3 (except as provided in section 704), to make additional step
4 increases as a reward for meritorious service to an officer or
5 employee beyond the maximum rate of the grade (except
6 grade 15 of the General Schedule) in which his position is
7 placed.

8 (b) (1) For each such additional step increase the
9 officer or employee shall have completed three years of con-
10 tinuous service at such maximum rate or at a rate in excess
11 thereof authorized by this section without change of grade
12 or rate of basic compensation except such change as may be
13 prescribed by any provision of law of general application.

14 (2) No officer or employee shall receive an additional
15 step increase under this section unless his current service and
16 conduct are certified by his department as being meritorious.

17 (3) The officer or employee shall have had, in the
18 aggregate, not less than ten years of service in the position
19 which he then occupies, or in positions of equivalent or
20 higher class or grade.

21 (4) Each such additional step increase shall be equal
22 to the largest step between any two consecutive rates of the
23 grade in which the position of the officer or employee is
24 placed.

1 (5) No officer or employee shall receive more than one
2 such additional step increase for any three years of contin-
3 uous service.

4 (6) In no event shall any officer or employee, by
5 reason of this section, receive a rate of basic compensation
6 which is more than three step-increases above the scheduled
7 maximum rate of his grade.

8 (7) The performance of an officer or employee who is
9 receiving an additional step increase under this section shall
10 be reviewed annually, and if this review reflects a failure to
11 render meritorious service his rate of basic compensation
12 shall revert to the rate which he received immediately prior
13 to his last additional step increase under this section.

14 (c) When an officer or employee, receiving basic com-
15 pensation at a rate in excess of the maximum scheduled rate
16 for his grade under paragraph (4), (5), (6), (9), or (11)
17 of section 604 (b), or any other provision of law, is eligible
18 for his first additional step increase beyond the maximum rate
19 of such grade he shall—

20 (1) receive total basic compensation which is equal
21 to the basic compensation at the maximum scheduled
22 rate for his grade plus such first additional step increase,
23 or

24 (2) continue to receive compensation at such rate in
25 excess of the maximum scheduled rate for his grade, if

1 the compensation at such rate is higher than the total
2 basic compensation specified in paragraph (1).

3 In case any such officer or employee receiving compensation
4 under paragraph (2) is eligible for a subsequent successive
5 additional step increase under section 703, he shall—

6 (A) receive the same total basic compensation
7 which he would be entitled to receive after such sub-
8 sequent additional step increase, if his total basic com-
9 pensation had, at the time he was eligible for his first
10 additional step increase under section 703, been deter-
11 mined under paragraph (1), or

12 (B) continue to receive compensation under para-
13 graph (2) if such compensation is higher than the total
14 basic compensation specified in paragraph (A).

15 SEC. 704. (a) The Commission is authorized to delegate
16 to any department the authority to make the additional step
17 increases provided for in sections 702 and 703, without
18 prior approval in individual cases by the Commission. The
19 Commission may withdraw or suspend such authority when-
20 ever review of such actions by the Commission indicates that
21 standards promulgated by the Commission have not been
22 observed, and may restore such authority whenever it is
23 satisfied that subsequent actions will be taken in conform-
24 ance with such standards.

25 (b) Each department shall report to the Commission

1 all actions taken under sections 702 and 703, together with
2 the reasons therefor. The Commission shall submit an
3 annual report to Congress covering the numbers and types
4 of action taken under these sections.

5 SEC. 705. In computing length of service for the pur-
6 poses of this title, service immediately preceding the effective
7 date of this title shall be counted toward (1) one step in-
8 crease under section 701 and one additional step increase
9 under section 702, or (2) additional step increases under
10 section 703, as the case may be.

11 SEC. 706. This title shall not apply to the compensation
12 of persons appointed by the President, by and with the
13 advice and consent of the Senate.

14 TITLE VIII—GENERAL COMPENSATION RULES

15 SEC. 801. All new appointments shall be made at the
16 minimum rate of the appropriate grade or class.

17 SEC. 802. (a) The rate of basic compensation to be
18 received by any officer or employee to whom this Act applies
19 shall be governed by regulations issued by the Commission
20 in conformity with this Act when—

21 (1) he is transferred from a position to which this
22 Act does not apply;

23 (2) he is transferred from any position to which
24 this Act applies to another such position;

1 (3) he is demoted to a position in a lower class
2 or grade;

3 (4) he is reinstated, reappointed, or reemployed;

4 (5) his type of appointment is changed;

5 (6) his employment status is otherwise changed; or

6 (7) his position is changed from one class or grade
7 to another class or grade.

8 (b) Any officer or employee who is promoted or trans-
9 ferred to a position in a higher class or grade shall receive
10 basic compensation at the lowest rate of the higher class
11 or grade which is at least one step increase above his existing
12 rate of basic compensation. If, in the case of any officer
13 or employee so promoted or transferred who is receiving
14 (1) one or more additional step increases under section
15 703, or (2) basic compensation at a rate in excess of the
16 maximum scheduled rate for his grade under paragraph (4),
17 (5), (6), (9), or (11) of section 604 (b), or any other
18 provision of law, there is no rate in such higher class or
19 grade which is at least one step increase above his existing
20 rate of basic compensation, he shall receive (A) the maxi-
21 mum scheduled rate of such higher grade, or (B) his existing
22 rate of basic compensation, whichever rate is the higher.

23 SEC. 803. (a) Whenever the Commission shall find
24 (1) that a sufficient number of qualified eligibles for posi-

1 tions in a given class cannot be secured in one or more areas
2 or locations at the existing minimum rate for such class, and
3 (2) that a sufficient number of such eligibles can be secured
4 by increasing the minimum rate for such class in such areas
5 or locations to a rate not higher than the middle rate of the
6 grade in which such class is placed, the Commission may, by
7 regulation, establish such higher rate as the minimum rate
8 for that class in each area or location concerned. Each such
9 regulation shall specify the date, not more than one year
10 from the date of issuance, when it shall cease to be effective
11 unless extended by another such regulation.

12 (b) Minimum rates established under subsection (a)
13 shall be duly published by regulation and, subject to subsec-
14 tion (a), may be revised from time to time by the Commis-
15 sion. The Commission shall submit an annual report to
16 Congress of such actions or revisions, together with the
17 reasons therefor. Such actions or revisions shall have the
18 force and effect of law.

19 (c) Any increase in rate of basic compensation result-
20 ing from the establishment of new minimum rates under this
21 section shall not be regarded as an "equivalent increase"
22 in compensation within the meaning of section 701.

23 SEC. 804. (a) The Commission is authorized to estab-
24 lish schedules of pay differentials to be added to the rates

1 prescribed in title VI, in the case of employments in which
2 the employee is inherently exposed in the performance of
3 assigned duties to unusual danger of loss of life, crippling
4 injury, or disabling disease.

5 (b) No such differential shall exceed 50 per centum of
6 the rate of basic compensation otherwise applicable.

7 (c) The Commission shall make a study of the problem
8 of additional compensation for hazardous employments and
9 submit a report to Congress not later than one year from
10 the date of enactment of this Act, setting forth its findings
11 and such recommendations as it may deem advisable for
12 a future policy and plan with respect to additional compen-
13 sation for hazardous employments.

14 TITLE IX—PERFORMANCE RATING PLANS

15 SEC. 901. (a) Plans or systems shall be established in
16 each department for recognizing and appraising the accom-
17 plishments of officers and employees to whom this title applies
18 (hereinafter referred to as performance rating plans).

19 (b) Such plans shall conform to the following standards:

20 (1) Each performance rating plan shall be established
21 and administered as a part of general management opera-
22 tions, and shall include, among other things, a program
23 for the development and use of standards of work perform-
24 ance which will serve those who supervise and those who

1 are supervised as a basis of operation as well as a basis for
2 evaluating the accomplishments of officers and employees
3 performing or responsible for such work.

4 (2) Each performance rating plan shall contribute
5 toward improvement in supervisor-employee relationships
6 through periodic consultation between administrators and
7 supervisors, and between supervisors and employees for the
8 purpose of (A) developing and securing a mutual under-
9 standing of standards of work performance and (B) secur-
10 ing an understanding of actual performance in relation to
11 such standards.

12 (3) Each performance rating plan shall be consistently
13 applied as a means for promoting the effectiveness and
14 economy of organization units, including (A) improvement
15 in the effectiveness with which individual employees do their
16 work, (B) contributions to improved effectiveness of the
17 organization group, and, in the case of groups of employees
18 or administrative and supervisory officers and employees,
19 (C) effectiveness in improving services without increasing
20 the costs of such services, and (D) effectiveness in reducing
21 costs without impairment of essential services and without
22 excessive use of overtime.

23 (4) Each performance rating plan shall provide for
24 degrees of accomplishment representing at least (A) satis-
25 factory performance, corresponding to an efficiency rating

1 of "Good" under laws superseded by this Act, which shall
2 serve as a basis for determining eligibility for any statutory
3 benefits conditioned on an efficiency rating of "Good", (B)
4 unsatisfactory performance which shall serve as a basis for
5 removal from the position in which such unsatisfactory
6 performance was rendered, and (C) outstanding perform-
7 ance which shall be accorded only when all aspects of per-
8 formance not only exceed normal requirements but are de-
9 serving of special commendation. No employee shall be
10 rated unsatisfactory without a prior warning in writing and
11 without a reasonable opportunity to demonstrate satisfactory
12 performance.

13 (5) Each performance rating plan shall provide that
14 any officer or employee rated less than satisfactory will be
15 entitled, upon his written request, to a hearing and a review
16 of the merits of such rating within the department; that at
17 such hearing such officer or employee and his representative,
18 and representatives of the department will be afforded an
19 opportunity to submit pertinent information orally or in
20 writing, and to hear or examine, and reply to, information
21 submitted by others; and that after such hearing, the officer
22 or employee will have a written decision on the case, and
23 that he and his representative will have an opportunity to
24 examine the record on which such decision was based.

25 SEC. 902. The Civil Service Commission is authorized

1 and directed to develop and publish standards for the estab-
2 lishment, operation, and revision of performance rating plans
3 and for the determination of the effectiveness of their admin-
4 istration.

5 SEC. 903. No officer or employee to whom this title
6 applies shall be rated as to the merits of his accomplishments,
7 regardless of the name given to such rating, and no such
8 rating shall be considered as a basis for any action, except
9 under a performance rating plan approved by the Commission
10 as conforming to the standards established under this title.

11 SEC. 904. (a) The Commission is authorized to inspect
12 the administration of performance rating plans by the depart-
13 ments to determine the degree of compliance with the stand-
14 ards established under this title.

15 (b) Whenever the Commission shall determine that such
16 standards are not being observed, the Commission may, after
17 three months' notice to the department affected, giving the
18 reasons, revoke its approval of any performance rating plan
19 previously approved.

20 (c) After such revocation, such performance rating plan
21 and any current ratings made thereunder shall become in-
22 operative, and the department shall thereupon use such per-
23 formance rating plan as the Civil Service Commission shall
24 prescribe.

25 SEC. 905. Any officer or employee with a current per-

1 formance rating of satisfactory or higher shall be eligible
2 for transfer to any position in the department for which he is
3 qualified and available. Whenever any department has any
4 such officer or employee in a position which is surplus, no
5 permanent position in the department for which such officer
6 or employee is qualified and available may be filled by the
7 appointment, reinstatement, or transfer of a person who is
8 not an officer or employee of such department.

9 TITLE X—MANAGEMENT IMPROVEMENT PLAN
10 AND REWARDS

11 SEC. 1001. (a) In accordance with regulations issued
12 and administered by the Director of the Bureau of the
13 Budget, each department shall make systematic reviews of
14 the operations of each of its activities, functions, or organi-
15 zation units, on a continuing basis.

16 (b) The purposes of such reviews shall include, among
17 other things, (a) determining the degree of efficiency and
18 economy in the operation of the department's activities, func-
19 tions, or organization units, (b) identifying the units that
20 are outstanding in those respects, and (c) identifying the
21 supervisors and employees whose personal efforts have caused
22 their units to be outstanding in efficiency and economy of
23 operations.

24 SEC. 1002. (a) In each department there shall be estab-

lished an Efficiency Awards Committee, the membership of which shall be designated by the head of department.

(b) It shall be the duty of the Efficiency Awards Committee (1) to identify those supervisors and employees within the department whose superior accomplishments have contributed to outstanding efficiency and economy in administration, and (2) to award to such supervisors and employees, subject to the approval of the head of department and to the limitations of subsection (c), cash awards or increases in rates of basic compensation which, in the judgment of the Committee, are commensurate with their demonstrated superior accomplishments: *Provided, however,* That the total amount of such awards or increases to any group of supervisors and employees shall not exceed 25 per centum of the estimated saving to the Government due to their superior accomplishments.

(c) Any such cash award or any such increase in rate of basic compensation shall not exceed an amount equal to three times the step-increase of the applicable grade. Any such increase in rate of basic compensation shall be at one, two, or three times the step-increase of the applicable grade and shall be in lieu of any additional compensation as a reward for superior accomplishment under section 702.

(d) An award under this title shall be given due weight

1 in qualifying and selecting employees for promotion to posi-
2 tions in higher grades.

3 SEC. 1003. The Bureau of the Budget shall maintain
4 control of the program set forth in this title and shall
5 annually report the results of such program to Congress,
6 with such recommendations as it may deem advisable.

7 TITLE XI—GENERAL PROVISIONS

8 SEC. 1101. The Commission is hereby authorized to
9 issue such regulations as may be necessary for the admin-
10 istration of this Act.

11 SEC. 1102. The Commission shall prepare and submit
12 to the President an annual report with respect to the rates
13 of compensation under, and the administration of, this Act.
14 The President shall submit an annual report to Congress
15 which shall contain, among other matters, such recommenda-
16 tions, based upon the report of the Commission, as he may
17 deem advisable.

18 SEC. 1103. In the administration of this Act, there shall
19 be no discrimination with respect to any person, or with
20 respect to the position held by any person, on account of sex,
21 marital status, race, creed, or color.

22 SEC. 1104. Nothing in this Act shall be construed to
23 affect the application to officers and employees to whom this
24 Act applies of the veteran-preference provisions in the Civil

1 Service Act, as amended, and the Veterans' Preference Act
2 of 1944, as amended.

3 SEC. 1105. (a) Except as provided in subsection (b) —

4 (1) titles VI, VII, VIII, and XII shall take effect
5 on the first day of the first pay period which begins after
6 the date of enactment of this Act;

7 (2) all other provisions of this Act shall take
8 effect upon enactment.

9 (b) With respect to any position which, immediately
10 prior to the date of enactment of this Act, is not subject to
11 the Classification Act of 1923, as amended (including posi-
12 tion in grade 9 of the professional and scientific service or
13 in grade 16 of the clerical, administrative, and fiscal service
14 referred to in section 13 of such Act), but to which this
15 Act applies, this Act shall take effect on a date specified
16 by the Commission, but not later than the first day of the
17 first pay period which begins after six months following
18 the date of enactment of this Act. An officer or employee
19 occupying any such position on such effective date, and
20 receiving basic compensation at a rate in excess of the ap-
21 propriate rate of the grade in which such position is placed,
22 shall continue to receive compensation at such rate so long
23 as he remains in the same position and grade, but when any
24 such position becomes vacant, the rate of basic compensation

1 of any subsequent appointee shall be fixed in accordance
2 with this Act.

3 SEC. 1106. Whenever reference is made in any other
4 law to the Classification Act of 1923, as amended, such
5 reference shall be held and considered to mean this Act.
6 Whenever reference is made in any other law to a grade of
7 the Classification Act of 1923, as amended, such reference
8 shall be held and considered to mean the corresponding grade
9 shown in section 604 of this Act.

10 SEC. 1107. There are hereby authorized to be appro-
11 priated such sums as may be necessary to carry out the
12 provisions of this Act.

13 TITLE XII—MISCELLANEOUS PROVISIONS

14 SEC. 1201. The following laws and parts of laws are
15 hereby repealed:

16 (1) The Classification Act of 1923, as amended;

17 (2) Public Resolution Numbered 36, Sixty-eighth Con-
18 gress, approved June 7, 1924 (43 Stat. 669) ;

19 (3) Public, Numbered 555, Seventieth Congress, ap-
20 proved May 28, 1928 (45 Stat. 776) , as amended;

21 (4) Public, Numbered 523, Seventy-first Congress, ap-
22 proved July 3, 1930 (46 Stat. 1003) , as amended;

23 (5) Sections 505, 506, 507, 508, and 509 of the
24 Economy Act, approved June 30, 1932 (47 Stat. 416) ;

1 (6) Sections 3, 4, 5, 6, and 7 of Public, Numbered
2 880, Seventy-sixth Congress, approved November 26, 1940
3 (54 Stat. 1212), as amended;

4 (7) Public Law 200, Seventy-seventh Congress, ap-
5 proved August 1, 1941 (55 Stat. 613) ;

6 (8) The second proviso in section 3 of the Legislative
7 Pay Act of 1929, as amended (55 Stat. 615) ;

8 (9) Public Law 694, Seventy-seventh Congress, ap-
9 proved August 1, 1942 (56 Stat. 733) ;

10 (10) Title IV of the Federal Employees Pay Act of
11 1945, approved June 30, 1945 (59 Stat. 298) ; and

12 (11) Sections 2 and 12 of the Federal Employees Pay
13 Act of 1946, approved May 24, 1946 (60 Stat. 216, 219) .

14 SEC. 1202. All Acts or parts of Acts in conflict here-
15 with are hereby repealed to the extent of such conflict.

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

By Mr. LONG

AUGUST 4 (legislative day, JUNE 2), 1949
Read twice and referred to the Committee on Post
Office and Civil Service

THE POSITION-CLASSIFICATION AND PAY ACT OF 1949

AUGUST 5 (legislative day, JUNE 2), 1949.—Ordered to be printed

Mr. LONG, from the Committee on Post Office and Civil Service,
submitted the following

REPORT

[To accompany S. 2379]

The Committee on Post Office and Civil Service, to whom was referred the bill (S. 2379) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, having considered the same, report favorably thereon without amendment and recommend that the bill do pass.

INTRODUCTION

S. 2379 originated as a recommendation May 4, 1949, to the Congress by the Civil Service Commission, with the approval of the President, for a comprehensive revision of the Classification Act of 1923, as amended, except section 9 of that act, dealing with the subject of efficiency ratings. The administration's bill was introduced as S. 1762 in the Senate on the same day, without change, for the consideration of the Senate Post Office and Civil Service Committee. Hearings were held before a subcommittee on May 9, 11, 13, 18, 20, and 25, 1949, on S. 1762 and other classification and pay bills. Witnesses testifying at these hearings included Members of Congress and representatives of the Civil Service Commission, the Bureau of the Budget, the Bureau of Labor Statistics, several classification and pay experts of departments and agencies, and officers of many organizations of employees.

The subcommittee also had the advantage of informal round-table discussions with several personnel, classification, and pay technicians in the executive branch.

S. 2379, as reported by the committee, differs from the administration's bill in the following principal respects:

1. It is a complete revision of the Classification Act of 1923, as amended; the committee did not adopt the Civil Service Commission's suggestion that the matter of efficiency ratings be made the subject of separate legislation.

2. Title IX, Performance Rating Plans, therefore appears in S. 2379, as reported, but not in the administration's bill.

3. The committee has also added Title X, Management Improvement Plan and Rewards.

4. With respect to the pay schedules (title VI), the committee (a) has eliminated 4 grades of the administration's bill, and, in addition, has eliminated the proposed grade GS-19, \$16,000, thus reducing the number of proposed grades from 29 to 24 and the degree to which the salary ranges overlap; (b) has eliminated statutory grade definitions; and (c) has raised the pay scales in the lower grades of the general schedule by \$50 (GS-2), \$100 (GS-3), \$150 (GS-4), \$100 (GS-5), and \$50 (GS-7), above the administration's proposal, and merged GS-5 with GS-6, GS-7 with GS-8, and GS-9 with GS-10. In the lower grades of the crafts, protective, and custodial schedule the committee has raised the pay scales by \$60 (CPC-2), \$20 (CPC-4), \$40 (CPC-5), \$80 (CPC-6), and \$80 (CPC-7), above the administration's proposal, and merged CPC-2 with CPC-3.

5. With respect to the estimated annual increased cost of the rate revisions, S. 2379, as reported, would cost about \$110,000,000, with an over-all average increase of \$124.

6. The committee has added to the administration's bill a provision (sec. 804) to authorize the Civil Service Commission to establish schedules of extra-pay differentials (not to exceed 50 percent) for employments in which the employee is inherently exposed in the performance of assigned duties to unusual danger of loss of life, crippling injury, or disabling disease. The same section directs the Commission to study the problem and within a year to report to Congress a future permanent policy and plan with respect to additional compensation for hazardous employments.

GENERAL STATEMENT

S. 2379 modernizes and completely revises the Classification Act of 1923, as amended. It repeals all existing provisions of the Classification Act and its various amendments and replaces them by a new set of provisions. The new Classification Act, to be known as the Position-Classification and Pay Act of 1949, is designed by the committee to simplify and coordinate position-classification and pay administration, in both the departmental and field services, and to help secure greater efficiency and economy in the operations of the various departments and agencies.

The Classification Act of 1923, as amended, is the principal Federal statute governing rates of pay for Federal white-collar workers, outside the postal service and the Foreign Service under the State Department. As of July 1, 1948, the salaries of about 860,330 employees in the Federal Government and in the District of Columbia municipal government were fixed under its provisions. About 82 percent of these are in the field service and about 18 percent in the departmental service. Because of the fact that certain existing exemptions are not continued by the bill, the Civil Service Commission estimates that about 25,000 additional positions will be covered.

These 885,000 employees are located in nearly every department and agency, in the District of Columbia, each of the 48 States, Territories, and possessions, and in foreign countries. The work which they do covers a wide variety of occupations and activities: professional, scientific, technical, administrative, supervisory, clerical, maintenance, and protective. All levels of difficulty and responsibility are represented, from that of a routine clerical worker to that of a bureau head or the head of a regional or other office in the field service.

Originally enacted on March 4, 1923, effective July 1, 1924, the Classification Act has been amended or directly supplemented by the provisions of 11 other acts of Congress and indirectly amended, supplemented, or referred to, by the provisions of many other statutes, including organic and appropriation acts.

Certain parts of the basic Classification Act have been repeatedly amended. Other parts have been supplemented without direct amendment. Still other parts of the original act have become obsolete or have been completely executed. Consequently, from an operating and a legal standpoint, it is highly desirable to bring together in one place the provisions of this important salary statute.

It is also highly desirable to improve the policies underlying the provisions of the Classification Act and the procedures required by existing law. The changes approved by the committee will bring such policies closer to the needs of the Government as now constituted and will simplify and coordinate procedures under the Classification Act.

The major revisions of the Classification Act contained in the bill are as follows:

(1) Title VI proposes to revise the pay schedules of the Classification Act. It provides somewhat higher salary rates. It corrects to a considerable extent distortions among the pay scales caused by the sliding-scale and flat dollar-amount increases of recent years. It raises the ceiling of the Classification Act from \$10,330 to \$15,000, and provides additional grades for top management, professional, and scientific positions in the career service. The career pay ceiling is thus tied to the "floor" of pending bill H. R. 1689, passed by the House on July 8, 1949, revising rates of pay for heads and assistant heads of departments and independent establishments, members of boards and commissions, and other top officials. It simplifies the form of the compensation schedules in two respects—first, by consolidating into one "service" grouping three existing groupings, and second, by establishing fewer grades and eliminating overlapping of pay ranges to some extent.

(2) Title X provides positive incentives and rewards for contributions made by supervisors and employees to effective and economical administration.

(3) Title IX requires each department and agency to establish a performance rating plan adapted to its own needs, based on the principles of sound management and proper employee relations, and conforming to standards set in the bill, which are to be amplified by standards issued by the Civil Service Commission.

(4) Titles IV and V unify and decentralize position classification operations which are an essential part of a proper application of the pay schedules.

(5) Section 703 provides a plan for a limited number of step-increases beyond the maximum rate of a grade to be granted to employees for long and meritorious service.

In several other respects the bill modifies existing laws relating to pay administration so as to permit the solution of certain troublesome problems or to avoid unintentional pay inequities in the conduct of various personnel transactions. Special attention in this respect is invited to the new proposals contained in sections 802 (b), 803, and 804. These are discussed in the later explanation of the bill by titles and sections.

The major features of S. 2379 are discussed below, in the order previously listed.

(1) REVISION OF PAY SCHEDULES

Title VI revises the structure and rates of the pay schedules of the Classification Act by (a) consolidating "service" schedules, (b) reducing the number of grades and the extent of overlapping in salary ranges, (c) eliminating statutory definitions of grades, (d) raising and readjusting pay rates, and (e) establishing a higher salary ceiling and three new grades for top management, professional, and scientific positions in the career service of the Government.

(a) *Consolidation of "services."*—The present structure of the Classification Act pay schedules is built upon five "services," called professional and scientific (P); subprofessional (SP); clerical, administrative, and fiscal (CAF); crafts, protective, and custodial (CPC); and clerical-mechanical (CM). Each of these services has a separate pay schedule.

In the revision, two schedules are provided: a general schedule and a crafts, protective, and custodial schedule.

The general schedule consolidates the professional and scientific schedule, the subprofessional schedule, and the clerical, administrative, and fiscal schedule of existing law. The crafts, protective, and custodial schedule of the bill takes the place of the corresponding schedule in existing law. The clerical-mechanical service is not covered in the revision. The rates for positions in that service are to be established and adjusted from time to time by the Treasury Department (the only department having such positions) on a prevailing-rate basis.

This change is in the direction of simplifying the administration of the act. At present the law requires that positions must be placed in services as well as in classes and grades. Unnecessary complications have thus been introduced. In the classification of each position, official decision is now required on three points, whereas all of the purposes of pay and personnel administration should be served when formal decision is made on two points only—class and grade.

Any proper purpose which service groupings were originally designed to accomplish can be served better through the editorial arrangement of classes of positions into occupational groups in connection with the publication of standards by the Commission. Such standards can be used to identify occupations with less confusion than now exists and without detracting from the recognition due established professions and sciences. Distinctions in the identity of specialized professional,

scientific, technical, or other types of work could be clearly delineated in such standards without the confusion incident to the existing necessity of making those distinctions on a five-service basis.

For the present at least, positions in the crafts, protective, and custodial schedule should continue to receive the separate treatment the bill gives them. This schedule would include four major groups: (1) messengers; (2) crafts, trades, and labor, including institutional crafts and labor such as bakers, cooks, etc.; (3) guards; and (4) fire-fighters. At an appropriate time, consideration should be given to a program calling for fixing the wages of all crafts and labor by wage boards on a prevailing-rate basis. Under such a program, the 100,000 or so crafts, trades, and labor positions in the crafts, protective, and custodial schedule would be treated according to the same policy that now applies to the approximately 500,000 crafts, trades, and labor employees excluded from the Classification Act. When that time comes, the transition of the crafts and labor group to a prevailing-rate basis and the other groups to the general schedule would be made easier if they are now treated separately.

(b) *Reduction in the number of grades.*—As shown in section 604 (a), the first 12 grades of the general schedule replace 31 grades of existing law. The 9 grades of the crafts, protective, and custodial schedule replace 10 grades of existing law. The four grades of the clerical-mechanical service are not covered in the revision. This is a substantial reduction in the number of grades and in the extent to which salary ranges overlap.

This change also, in the judgment of the committee, improves the character of the schedules.

(c) *Elimination of statutory grade definitions.*—As a continuing function, the Civil Service Commission is charged with the duty of preparing and publishing official allocation standards—showing what kinds of positions fall in the various grades. In view of this fact, the committee has deemed it unnecessary to continue to include statutory definitions of each grade in a revised Classification Act.

The public standards issued by the Civil Service Commission since July 1943, and to be issued under title IV are grade standards in terms of particular kinds or classes of work. There are many kinds of work in each grade. Standards by classes, therefore, are more specific, more useful, and more understandable than grade definitions covering many different lines of work ever can be. Little is gained, we believe, by statutory grade definitions. They have to cover so much ground that the generality of the language used requires reference in any event to the more specific class standards referred to in title IV.

Moreover, the numerous adjectives which have to be used to convey to the reader distinctions of difficulty and responsibility of work among as many as 15 grades make the definitions vague and ambiguous. They are meaningful only when illustrated and clarified by the standards published under title IV. When statutory grade definitions are read without reference to any other standards, as they are apt to be, they give rise to fruitless arguments based on words and serve no useful purpose in administration.

(d) *Readjustment of pay rates.*—In readjusting the pay rates of the Classification Act of 1923, the committee has given considerable weight to the recommendations of the President, the Civil Service Commission, and the Bureau of the Budget that the distortions due to the Pay Increase Acts of the last 4 years be corrected.

From 1930 until July 1, 1945, the only change in the basic rate schedules of the Classification Act was a small increase in the first two grades of the subprofessional service and the first eight grades of the crafts, protective, and custodial service.

On July 1, 1945, the Federal Employees Pay Act of 1945 became effective. This contained a pay-increase formula which raised rates of basic compensation as follows: 20 percent on the first \$1,200; 10 percent on the next \$3,400, and 5 percent on the remainder, subject to a \$10,000 ceiling. The average increase was 15.9 percent. The range of increases varied from 20 percent at the floor of the schedules to 8.9 percent at the ceiling.

On July 1, 1946, additional increases were authorized by the Federal Employees Pay Act of 1946. This act provided a 14-percent increase but not less than \$250 (unless more than 25 percent), subject to a \$10,000 ceiling. The average increase was 14.2 percent. The range of increases varied from 25 percent at the very lowest rate to 2 percent at the ceiling.

On July 11, 1948, a further Classification Act increase was authorized by the Postal Rate Revision and Federal Employees Salary Act of 1948. This was a flat increase of \$330, subject to a \$10,330 ceiling. The average increase was 11 percent. The range of increases varied from 30.6 percent at the floor to 3.3 percent at the ceiling.

So far as the Classification Act is concerned, these rate-revision acts of 1945, 1946, and 1948 changed the basic-pay schedules which had been in effect since July 1930, for all of the clerical, administrative, and fiscal service, all of the professional and scientific service, the last six grades of the subprofessional service, and the last two grades of the crafts, protective, and custodial service. In August 1942, there was a small adjustment in the rates of the first two grades of the subprofessional service and the first eight grades of the crafts, protective, and custodial service, which increased the over-all average salary under the Classification Act less than 1 percent.

The combined over-all effect of the recent Classification Act pay revisions, comparing the rates in effect July 11, 1948, with those in effect during the period 1930-45 (or in some instances 1942-45, as indicated above) is a 45.7 percent increase, due to rate changes only. The change in the average salary of employees subject to the Classification Act, between the period 1930-45 (or 1942-45 in some instances) and July 11, 1948, based on (a) rate changes, (b) changes in the distribution of employees among the grades as the result of promotions, transfers, and so on, and (c) within-grade step increases, is from \$2,018 to \$3,352, or 66 percent.

As shown in the following table, the range of rate increases as a result of the three recent pay-adjustment laws is from 95.8 percent at the very lowest rate of the schedule, or 68.3 percent at the adult floor (\$2,020), to 14.8 percent at the ceiling.

Schedule of basic annual rates of pay for positions subject to the Classification Act of 1923, as amended¹

Service and grade ²				Rate in effect, June 1945	Rate effective, July 1, 1945 ³	Rate effective, July 1, 1946 ⁴	Rate effective, July 11, 1948 ⁵	Increase in July 11, 1948, rate from—		
P	SP	CAF	CPC					June 1945 rate		July 1, 1946 ⁶
								Amount	Percent	Percent
---	---	---	1	\$720	\$864.00	\$1,080.00	\$1,410.00	\$690.00	95.8	30.6
---	---	---	1	780	936.00	1,170.00	1,500.00	720.00	92.3	28.2
---	---	---	1	810	1,018.00	1,258.00	1,588.00	748.00	99.0	26.2
---	---	---	1	900	1,080.00	1,336.00	1,660.00	760.00	94.4	24.8
---	---	---	1	960	1,152.00	1,402.00	1,732.00	772.00	90.4	23.5
---	1	---	2	1,200	1,440.00	1,696.00	2,020.00	820.00	68.3	19.5
---	---	1	2	1,260	1,506.00	1,756.00	2,086.00	826.00	65.6	18.8
---	2	---	3	1,320	1,572.00	1,822.00	2,152.00	832.00	63.0	18.1
---	---	---	3	1,380	1,638.00	1,888.00	2,218.00	838.00	60.7	17.5
---	3	2	---	1,440	1,704.00	1,954.00	2,284.00	841.00	58.6	16.7
---	---	---	4	1,500	1,770.00	2,020.00	2,350.00	850.00	56.7	16.3
---	---	---	4	1,560	1,836.00	2,093.04	2,423.04	863.04	55.3	15.8
---	4	3	---	1,620	1,902.00	2,168.28	2,498.28	878.28	54.2	15.2
---	---	---	5	1,680	1,968.00	2,213.52	2,572.52	893.52	53.2	14.7
---	---	---	5	1,740	2,034.00	2,318.76	2,648.76	908.76	52.2	14.2
---	5	4	---	1,800	2,100.00	2,394.00	2,724.00	924.00	51.3	13.8
---	---	---	6	1,860	2,166.00	2,469.24	2,799.24	939.24	50.5	13.4
---	---	---	6	1,920	2,232.00	2,544.48	2,874.48	954.48	49.7	13.0
---	---	---	6	1,980	2,298.00	2,619.72	2,949.72	969.72	49.0	12.6
1	6	5	---	2,000	2,320.00	2,644.80	2,974.80	974.80	48.7	12.5
---	---	---	7	2,040	2,364.00	2,694.96	3,024.96	984.96	48.3	12.2
---	---	---	7	2,100	2,430.00	2,770.20	3,100.20	1,000.20	47.6	11.9
---	---	---	7	2,160	2,496.00	2,845.44	3,175.44	1,015.44	47.0	11.6
---	---	---	7	2,200	2,510.00	2,895.60	3,225.60	1,025.60	46.6	11.4
---	7	6	---	2,220	2,562.00	2,920.68	3,250.68	1,030.68	46.4	11.3
---	---	---	8	2,300	2,659.00	3,021.00	3,351.00	1,051.00	45.7	10.9
---	---	---	9	2,300	2,659.00	3,271.80	3,601.80	1,301.80	66.6	10.1
---	---	---	9	2,400	2,769.00	3,146.40	3,476.40	1,076.40	44.9	10.5
---	---	---	9	2,400	2,769.00	3,397.20	3,727.20	1,327.20	65.3	9.7
---	---	---	9	2,500	2,870.00	3,271.80	3,601.80	1,101.80	41.1	10.1
---	---	---	9	2,500	2,870.00	3,522.60	3,852.60	1,352.60	64.1	9.4
2	8	7	---	2,600	2,980.00	3,397.20	3,727.20	1,127.20	43.4	9.7
---	---	---	10	2,600	2,980.00	3,648.00	3,978.00	1,378.00	63.0	9.0
---	---	---	10	2,700	3,090.00	3,522.60	3,852.60	1,152.60	42.7	9.4
---	---	---	10	2,700	3,090.00	3,773.40	4,103.40	1,403.40	61.0	8.7
---	---	---	10	2,800	3,200.00	3,648.00	3,978.00	1,178.00	42.1	9.0
---	---	---	10	2,800	3,200.00	3,898.80	4,228.80	1,428.80	61.0	8.5
---	---	---	10	2,900	3,310.00	3,773.40	4,103.40	1,203.40	41.5	8.7
---	---	---	10	2,900	3,310.00	4,024.20	4,354.20	1,454.20	60.1	8.2
---	---	---	10	3,000	3,420.00	3,898.80	4,228.80	1,228.80	41.0	8.5
---	---	---	10	3,000	3,420.00	4,149.60	4,479.60	1,479.60	60.3	8.0
---	---	---	10	3,100	3,530.00	4,024.20	4,354.20	1,254.20	40.5	8.2
---	---	---	10	3,100	3,530.00	4,275.00	4,605.00	1,505.00	60.8	7.7
3	---	9	---	3,200	3,640.00	4,149.60	4,479.60	1,279.60	40.0	8.0
---	---	---	11	3,200	3,640.00	4,400.40	4,730.40	1,530.40	60.7	7.5
---	---	---	11	3,300	3,750.00	4,275.00	4,605.00	1,305.00	39.5	7.7
---	---	---	11	3,400	3,860.00	4,400.40	4,730.40	1,330.40	39.1	7.5
---	---	---	11	3,500	3,970.00	4,525.80	4,855.80	1,355.80	38.7	7.3
---	---	---	11	3,600	4,080.00	4,651.20	4,981.20	1,381.20	38.4	7.1
---	---	---	11	3,700	4,190.00	4,776.60	5,106.60	1,406.60	38.0	6.9
4	---	11	---	3,800	4,300.00	4,902.00	5,232.00	1,432.00	37.7	6.7
---	---	---	12	3,900	4,410.00	5,027.40	5,357.40	1,457.40	37.4	6.6
---	---	---	12	4,000	4,520.00	5,152.80	5,482.80	1,482.80	37.1	6.4
---	---	---	12	4,100	4,630.00	5,278.20	5,608.20	1,508.20	36.8	6.3
---	---	---	12	4,200	4,740.00	5,403.60	5,733.60	1,533.60	36.5	6.1
---	---	---	12	4,400	4,960.00	5,654.40	5,984.40	1,584.40	36.0	5.8
5	---	12	---	4,600	5,180.00	5,905.20	6,235.20	1,635.20	35.5	5.6
---	---	---	13	4,800	5,390.00	6,144.60	6,474.60	1,674.60	34.9	5.4
---	---	---	13	5,000	5,600.00	6,384.00	6,714.00	1,714.00	34.3	5.2
---	---	---	13	5,200	5,810.00	6,623.40	6,953.40	1,753.40	33.7	5.0
---	---	---	13	5,400	6,020.00	6,862.80	7,192.80	1,792.80	33.2	4.8
6	---	13	---	5,600	6,230.00	7,102.20	7,432.20	1,832.20	32.7	4.6
---	---	---	14	5,800	6,440.00	7,341.60	7,671.60	1,871.60	32.3	4.5
---	---	---	14	6,000	6,650.00	7,551.00	7,911.00	1,911.00	31.9	4.4
---	---	---	14	6,200	6,860.00	7,820.40	8,150.40	1,950.40	31.5	4.2
---	---	---	14	6,400	7,070.00	8,059.80	8,389.80	1,989.80	31.1	4.1

See footnotes at end of table, p. 8.

Schedule of basic annual rates of pay for positions subject to the Classification Act of 1923, as amended ¹—Continued

Service and grade ²				Rate in effect, June 1945	Rate effective, July 1, 1945 ³	Rate effective, July 1, 1946 ⁴	Rate effective, July 11, 1948 ⁵	Increase in July 11, 1948, rate from—		
P	SP	CAF	CPC					June 1945 rate		July 1, 1946 ⁶
								Amount	Percent	Percent
7	---	14	-----	\$6,500	\$7,175.00	\$8,179.50	\$8,509.50	\$2,009.50	30.9	4.0
				6,750	7,437.50	8,478.75	8,808.75	2,058.75	30.5	3.9
				7,000	7,700.00	8,778.00	9,168.00	2,108.00	30.1	3.8
				7,250	7,962.50	9,077.25	9,407.25	2,157.25	29.8	3.6
8	---	15	-----	7,500	8,225.00	9,376.50	9,706.50	2,206.50	29.4	3.5
				8,000	8,750.00	9,975.00	10,305.00	2,305.00	28.8	3.3
				8,250	9,012.50	10,000.00	10,330.00	2,090.00	25.2	3.3
				8,500	9,275.00	10,000.00	10,330.00	1,890.00	21.5	3.3
				8,750	9,537.50	10,000.00	10,330.00	1,585.00	18.1	3.3
				9,000	9,800.00	10,000.00	10,330.00	1,330.00	14.8	3.3

¹ In addition to the annual rates, there are hourly rates of pay in effect in specified positions in the CPC service and for all positions in the clerical-mechanical (CM) service as follows:

	June 1945	July 1, 1945	July 1, 1946	July 1948
CPC service:				
Part-time charwoman.....	\$0.50	\$0.78	\$0.90	\$1.10
Part-time head charwoman.....	.55	.83	.95	1.15
CM service:				
Grade 1.....	\$0.55- .60	\$0.78- .85	\$0.90- .97	\$1.10- 1.17
Grade 2.....	.65- .70	.91- .98	1.04- 1.12	1.24- 1.32
Grade 3.....	.75- .80	1.05- 1.11	1.20- 1.27	1.40- 1.47
Grade 4.....	.85- .95	1.18- 1.31	1.35- 1.49	1.55- 1.69

² The abbreviations represent the following service classifications:

P—professional and scientific service.

SP—subprofessional service.

CAF—Clerical, administrative, and fiscal service.

CPC—Crafts, protective, and custodial service.

The various grades in each service are indicated by placing the grade number opposite the rate which is the minimum for the grade specified. For the P-9 and CAF-16 grades, Congress, in individual cases, expressly fixes a rate of pay.

³ Public Law 106, 79th Cong., increased annual salary rates on July 1, 1945, by the following formula: An increase of 20 percent on the first \$1,200 of each salary rate, 10 percent on that part between \$1,200 and \$4,600, and 5 percent on that part over \$4,600.

⁴ Public Law 390, 79th Cong., increased annual salary rates on July 1, 1946, by the following formula: An increase of 14 percent or \$250, whichever was greater amount, except that no rate was to be increased by more than 25 percent nor to exceed an aggregate rate of \$10,000.

⁵ Public Law 900, 80th Cong., increased annual salary rates by \$330, effective first day of first pay period beginning after June 30, 1948, with a maximum rate of \$10,330.

⁶ Part of increase in CPC-9 and 10 grades due to upward revision of basic rates by Federal Employees Pay Act of 1946.

Source: U. S. Civil Service Commission.

These figures show the compression that has taken place between the rates in the lower brackets and the rates in the higher brackets in the last few years. To some extent the schedule proposed by the committee relieves this compression. In brief form, the effect of the proposed schedules may be summarized as follows:

General schedule

- (1) The floor of the general schedule is \$2,100 compared to \$2,020 (SP) and \$2,086 (CAF) of existing law.
- (2) The ceiling is \$15,000 compared to the existing ceiling of \$10,330.
- (3) The average increase is \$125.
- (4) The individual rate increases very generally from \$42 to \$290.50. One rate is increased \$6.48; another \$14, and another \$28. The present top rate of GS-12 is increased \$670.

(5) The average increase is somewhat higher in GS-11 and GS-12 than the lower and middle brackets.

Crafts, protective, and custodial schedule

(1) The "adult" floor (not counting CPC-1 for messenger boys and girls) is \$2,080 compared to \$2,020 under existing law.

(2) The ceiling is \$4,900 compared to \$4,730.40 under existing law.

(3) The average increase is \$108.

(4) Excepting the pay scale for CPC-1, the individual rate increases vary from \$60 to \$229.32.

(5) The average increase is somewhat higher in the higher brackets than in the lower brackets.

Compared with the schedule originally recommended by the President, the Civil Service Commission, and the Bureau of the Budget the committee has raised the rates in the lower brackets. Specifically in the general schedule it increased the originally recommended rates as follows: In GS-2 by \$50, in GS-3 by \$100, in GS-4 by \$150, in GS-5 by \$100, and in GS-7 by \$50. (GS-6 has been merged with GS-5). GS-4 was selected as the grade in which the largest such adjustment would be made because of advice given to the committee that in that grade would be found a larger proportion of heads of families than in any of the three lower grades.

In the crafts, protective, and custodial service, the committee has raised the pay scales by \$60 (CPC-2), \$20 (CPC-4), \$40 (CPC-5), \$80 (CPC-6), and \$80 (CPC-7), above the originally recommended rates, and has merged CPC-3 with CPC-2.

The estimated additional annual cost of the increased rates proposed in S. 2379 is \$110,000,000 or about 3.8 percent, for the 885,000 employees affected, compared with \$51,000,000, or about 1.8 percent, which the original recommendation would have cost.

This represents an over-all average increase of \$124 a year, compared with an over-all average increase of \$58 involved in the original recommendations.

(5) *Top grades and salary ceiling.*—The general schedule contains three new top grades, ending at a salary ceiling of \$15,000.

This supplement to the GS schedule, raising the ceiling of the Classification Act, is one of the most significant, and at the same time one of the least expensive, provisions of the bill.

Originally, in 1923, the ceiling of the Classification Act was \$7,500. In 1928, it was raised to \$9,000, in 1945 to \$9,800, in 1946 to \$10,000, and in 1948 to \$10,330. The increase from June 30, 1945, to the present time is 14.8 percent as contrasted with from 49 to 68 percent in lower brackets—original rates \$1,200 to \$1,980, for example. The bill proposes a ceiling rate of \$15,000, an increase of 67 percent over the \$9,000 ceiling rate established in 1928 and in effect on June 30, 1945, as compared with 59 to 73 percent increases in lower brackets.

To accomplish this the bill changes the top structure of the schedule as follows:

Corresponding old grade	Existing salary range	New grade	Proposed salary range
CAF-15 and P-8.....	\$10,305-\$10,330	GS-12	\$10,000-\$10,500-\$11,000
None.....		GS-13	11,500- 12,000- 12,500
None.....		GS-14	13,000- 13,500- 14,000
None.....		GS-15	15,000

The new grades GS-13, GS-14, and GS-15 are not translations of any existing grade. They are not to be used automatically or in the discretion of a department or agency. As indicated in section 505, positions and employees may be placed in these grades only by action of, or after prior approval by, the Civil Service Commission.

In these grades will be placed such positions as Administrator of Production and Marketing Administration; Commissioner of Internal Revenue; Director, Bureau of Prisons; Commissioner of Public Roads; Commissioner of Public Buildings; Commissioner of Community Facilities; Commissioner of Immigration and Naturalization; Administrator, Rural Electrification Administration; Commissioner of Social Security Administration; Commissioner of Reclamation; Chief, Soil Conservation Service; Commissioner of Customs; Governor, Farm Credit Administration; Chief Forester, Forest Service; Administrator, Farmers Home Administration; special assistants to Secretary of Defense; Administrator of Civil Aeronautics Administration; Commissioner of Narcotics; Manager, Federal Crop Insurance Corporation; Director, National Bureau of Standards; Agricultural Research Administrator; and the Associate Director of the Federal Bureau of Investigation.

This revision of existing law is intended to correct a distortion or "squeeze" in the present schedules, due to two circumstances: (1) Over the years, as has been shown previously, the lower rates have been increased proportionately more than the highest rates; and (2) there has been a fixed low ceiling overlying the whole Classification Act schedule. This point is illustrated in the following table, which shows the changes in the ratio of the ceiling rate to the adult floor rate of the Classification Act, 1924-48.

Date	Ceiling	Adult floor	Ratio of ceiling rate to adult floor rate
July 1, 1924.....	500	900	8.33
July 1, 1923.....	9,000	1,020	8.82
Aug. 1, 1942.....	9,000	1,200	7.50
July 1, 1945.....	9,800	1,440	6.81
July 1, 1946.....	10,000	1,690	5.92
July 11, 1948.....	10,330	2,020	5.11
Proposed.....	15,000	2,080	7.21

It will be observed that in 1924, when the Classification Act of 1923 became effective, the Government's policy was to pay its topmost career executives, scientists, and professional men under the Classification Act 8.3 times as much as a manual office laborer or an adult messenger. This ratio was increased to 8.8 in 1928, at a time when the Congress gave special attention to turn-over in the higher brackets. Since that time, however, the ratio has steadily decreased, until now the Government's policy is to pay its topmost career executives, scientists, and professional men under the Classification Act only 5.1 times as much as a manual office laborer or an adult messenger.

This bill would change this ratio to 7.2, which is still below the former ratio of 8.8 which was in effect for the period 1928-42.

Taking into consideration positions now under the Classification Act, and positions now outside the Classification Act (to which S. 2379 will apply) for which rates have been established by special statute in excess of the ceiling rate of the Classification Act, it is estimated that the annual cost of the three new grades proposed in the bill will be about \$1,000,000. This expenditure will repay the Government many times over in terms of the advantages, direct and indirect, of being able to secure and retain top management, professional, and scientific personnel of the high caliber the Government needs.

Apart from the question of the pay rates for these grades, their establishment would permit a better differentiation among the responsibilities of top management, professional, and scientific positions than present law permits.

When the existing services and grades of the Classification Act of 1923 were constructed, the organization of the Government and its constituent departments and agencies was much simpler than it is today.

The development of organizations to effectuate new or expanded Federal programs has within many departments and agencies, created more subdivisions of activities, a greater distribution of functions and responsibilities, and more intermediate levels of authority and administration at the very top of the Government's organization structure. It has been apparent for some time that in many large organizations there are in fact more distinct levels of responsibility than are recognized by the number of top grades in the Classification Act; the number of grades at the top of the schedules is too small.

In short, there are now not quite enough top grades to permit distinctive recognition, for pay and recruiting purposes, of the differences in duties, responsibilities, and qualification requirements of top management and professional positions.

In some instances, this condition has been recognized by Congress through the enactment of special measures applicable only to a few or a limited group of positions. This approach, of a piecemeal nature, is not the best method of dealing with the problem.

The bill furnishes a general solution by establishing three new grades at the top of the GS schedule.

The following tables show the correspondence of the proposed rates with existing rates, the individual rate increases and the variations among them, and comparisons of the existing and proposed structure of the general schedule and the CPC schedule.

TABLE 1.—Proposed GS schedule

Pro- posed grade	Present service and grade													Spread	Steps	Number of employees in grade
	GS	P	SP	CAF												
1	1				\$2,100.00	\$2,190.00	\$2,280.00	\$2,340.00	\$2,490.00	\$2,500.00	\$2,580.00			\$480	6×\$80	19,000
			1		2,020.00	2,086.00	2,132.00	2,218.00	2,350.00	2,423.04	2,498.28					
			2	1		2,036.00	2,152.00	2,218.00	2,350.00	2,423.04	2,498.28					
					80.00	14.00	28.00	42.00	56.00	76.96	81.72	6.48				
2	2				2,850.00	2,430.00	2,510.00	2,590.00	2,750.00	2,830.00				480	6×\$80	121,817
			3	2	2,234.00	2,350.00	2,423.04	2,498.28	2,648.76	2,724.00						
					66.00	80.00	86.96	91.72	101.24	106.00						
3	3				2,600.00	2,689.00	2,760.00	2,840.00	2,990.00	3,030.00				480	6×\$80	150,519
			4	3	2,498.28	2,573.52	2,648.76	2,724.00	2,799.24	2,874.48						
					101.72	106.48	111.24	116.00	120.76	130.28						
4	4				2,800.00	2,860.00	2,900.00	2,940.00	3,000.00	3,080.00				480	6×\$80	99,020
			5	4	2,724.00	2,799.24	2,874.48	2,949.72	3,024.96	3,175.44						
					176.00	180.76	185.52	190.28	199.80	204.46						
5	5				3,100.00	3,225.00	3,350.00	3,475.00	3,725.00	3,850.00				750	6×\$125	96,782
			6	5	2,974.80	3,100.20	3,225.60	3,351.00	3,476.40	3,727.20						
			7	6				3,351.00	3,476.40	3,727.20						
					125.20	124.80	124.40	124.00	123.60	122.80	122.40	121.60				
6	6				3,850.00	3,975.00	4,100.00	4,225.00	4,475.00	4,600.00				750	6×\$125	79,111
			8	7	3,727.20	3,852.60	3,978.00	4,103.40	4,228.80	4,479.60						
								4,103.40	4,228.80	4,479.60						
					122.80	122.40	122.00	121.60	120.80	120.40	119.60	119.20				
7	7				4,600.00	4,725.00	4,850.00	4,975.00	5,225.00	5,350.00				750	6×\$125	60,879
			9	8	4,479.60	4,605.00	4,730.40	4,855.80	4,981.20	5,232.00						
								4,855.80	4,981.20	5,232.00						
					120.40	120.00	119.60	119.20	118.80	118.00	117.60	116.80				
8	8				5,400.00	5,650.00	5,900.00	6,150.00	6,400.00					1,000	4×\$250	30,288
			11	10	5,232.00	5,482.80	5,733.60	5,984.40	6,235.20							
					168.00	167.20	166.40	165.60	164.80							

9	5	6,400.00 6,235.20 104.80	12	6,650.00 6,474.60 175.40	9,900.00 6,714.00 186.00	7,150.00 6,953.40 196.60	7,400.00 7,192.80 207.20	1,000	4×\$250	24,204
10	6	7,690.00 7,432.20 167.80	13	7,850.00 7,671.60 178.40	8,100.00 7,911.00 189.00	8,350.00 8,150.40 199.60	8,600.00 8,389.80 210.20	1,000	4×\$250	11,159
11	7	8,890.00 8,509.50 291.50	14	9,050.00 8,808.75 241.25	9,300.00 9,103.00 192.00	9,550.00 9,407.25 142.75	9,800.00 9,703.50 93.50	1,000	4×\$250	4,474
12	8	10,900.00	15	10,600.00 10,305.00 195.00	11,000.00 10,330.00 670.00			1,000	2×\$500	1,669
13		11,500.00		12,000.00	12,500.00			1,000	2×\$500	
14		13,000.00		13,500.00	14,000.00			1,000	2×\$500	
15		15,000.00								

1 Not a regular scheduled rate of the grade. This rate is to be paid only to present employees receiving the salary listed just below it.

NOTE.—Proposed grades and rates are printed in italics. Present rates are immediately below the corresponding proposed rate. The amount of increase or decrease of the proposed rate over the present rate is shown immediately below these rates.

Federal executive branch (including General Accounting Office and the Government Printing Office), continental United States as of July 1, 1948, total 698,919 employees.

TABLE 2.—*Proposed CPC schedule*

Proposed grade	Present service and grade CPC	\$1,410.00	\$1,470.00	1,550.00	\$1,500.00	\$1,550.00	\$1,650.00	\$1,710.00	\$1,770.00	Spread	Steps	Number of employees in grade
1	1	1,410.00	1,470.00	1,550.00	1,500.00	1,550.00	1,650.00	1,710.00	1,770.00	\$360	6×\$60	199
		0.00		30.00		2.00		50.00	28.00			
2	2	2,080.00	2,150.00	2,280.00	2,250.00	2,290.00	2,360.00	2,430.00	2,500.00	420	6×\$70	47,094
	3	2,020.00	2,086.00	2,152.00	2,118.00	2,218.00	2,281.00	2,350.00	2,423.04			
		60.00	64.00	68.00	72.00	76.00	80.00	84.00	88.00			
3	4	2,420.00	2,500.00	2,580.00	2,600.00	2,680.00	2,760.00	2,840.00	2,920.00	480	6×\$80	16,728
		2,350.00	2,423.04	2,498.28	2,573.52	2,648.76	2,724.00	2,799.24	2,874.48			
		70.00	76.96	81.72	86.48	91.24	96.00	100.76	105.52			
4	5	2,680.00	2,760.00	2,840.00	2,860.00	2,940.00	3,020.00	3,100.00	3,180.00	480	6×\$80	8,579
		2,573.52	2,643.76	2,714.00	2,784.24	2,854.48	2,924.72	2,994.96	3,065.20			
		106.48	111.24	116.00	120.76	125.52	130.28	135.04	139.80			
5	6	2,960.00	3,040.00	3,120.00	3,200.00	3,280.00	3,360.00	3,440.00	3,520.00	480	6×\$80	15,523
		2,799.24	2,874.48	2,949.72	3,024.96	3,100.20	3,175.44	3,250.68	3,325.92			
		160.76	165.52	170.28	175.04	179.80	184.56	189.32	194.08			
6	7	3,180.00	3,260.00	3,340.00	3,420.00	3,500.00	3,580.00	3,660.00	3,740.00	600	6×\$100	9,059
		3,024.56	3,100.20	3,175.44	3,250.68	3,325.92	3,401.16	3,476.40	3,551.64			
		155.04	179.80	204.56	229.32	254.08	278.84	303.60	328.36			
7	8	3,490.00	3,575.00	3,660.00	3,745.00	3,830.00	3,915.00	4,000.00	4,085.00	750	6×\$125	3,819
		3,225.00	3,301.00	3,376.00	3,451.00	3,526.00	3,601.00	3,676.00	3,751.00			
		174.40	174.00	173.60	173.20	172.80	172.40	172.00	171.60			
8	9	3,775.00	3,900.00	4,025.00	4,150.00	4,275.00	4,400.00	4,525.00	4,650.00	750	6×\$125	1,268
		3,601.80	3,727.20	3,852.60	3,978.00	4,103.40	4,228.80	4,354.20	4,479.60			
		173.20	172.80	172.40	172.00	171.60	171.20	170.80	170.40			
9	10	4,150.00	4,275.00	4,400.00	4,525.00	4,650.00	4,775.00	4,900.00	5,025.00	750	6×\$125	1,134
		3,978.00	4,103.40	4,228.80	4,354.20	4,479.60	4,605.00	4,730.40	4,855.80			
		172.00	171.60	171.20	170.80	170.40	170.00	169.60	169.20			

¹ Not a regular scheduled rate of the grade. This rate is to be paid only to employees receiving the salary listed just below it.

NOTE.—Proposed grades and rates are italic. Present rates are immediately below the corresponding proposed rate. The amount of increase or decrease of the proposed rate over the present rate is shown immediately below these two rates.
Federal executive branch (including General Accounting Office and Government Printing Office), continental United States, as of July 1, 1948, total 104,003 employees.

TABLE 3.—Individual initial increases in grades GS-1 through GS-12

	Number of em- ployees ¹	Existing rate	Proposed rate	Individ- ual increase	Aggregat increase
Grade GS-1-----	279	\$2,020.00	\$2,100.00	\$80.00	22,320.00
	3,878	2,086.00	2,100.00	14.00	54,292.00
	8,945	2,152.00	2,180.00	28.00	250,460.00
	2,288	2,218.00	2,260.00	42.00	96,096.00
	1,361	2,284.00	2,340.00	56.00	72,856.00
	916	2,350.00	2,420.00	70.00	64,120.00
	575	2,423.04	2,500.00	76.96	44,252.00
	636	2,493.28	2,580.00	1.72	51,973.92
	182	2,573.52	2,580.00	6.48	1,179.36
Total-----	19,000				657,549.28
Grade GS-2-----	58,013	2,234.00	2,350.00	66.00	3,829,188.00
	15,512	2,350.00	2,430.00	80.00	1,240,960.00
	10,151	2,423.04	2,510.00	86.96	882,730.96
	12,481	2,498.28	2,590.00	91.72	1,144,757.32
	9,243	2,573.52	2,670.00	96.48	891,764.64
	5,503	2,648.76	2,750.00	101.24	557,123.72
	10,909	2,724.00	2,830.00	106.00	1,156,354.00
Total-----	121,817				9,702,878.64
Grade GS-3-----	56,634	2,498.28	2,600.00	101.72	5,760,810.4
	22,471	2,573.52	2,680.00	106.48	2,392,712.08
	18,937	2,648.76	2,760.00	111.25	2,106,551.88
	21,719	2,724.00	2,840.00	116.00	2,519,404.00
	12,247	2,799.24	2,920.00	120.76	1,478,947.72
	6,251	2,874.48	3,000.00	125.52	784,625.52
	12,260	2,949.72	3,080.00	130.28	1,597,232.80
Total-----	159,519				16,640,284.48
Grade GS-4-----	30,728	2,724.00	2,900.00	176.00	5,408,128.00
	17,222	2,799.24	2,980.00	180.76	3,113,048.72
	13,313	2,874.48	3,060.00	185.52	2,469,827.76
	15,277	2,949.72	3,140.00	190.28	2,906,907.56
	7,941	3,024.96	3,220.00	195.04	1,548,812.64
	3,903	3,100.20	3,300.00	199.80	779,819.40
	10,636	3,175.24	3,380.00	204.56	1,775,700.16
Total-----	99,020				18,402,244.24
Grade GS-5-----	22,496	2,974.80	3,100.00	125.20	2,816,499.20
	11,367	3,100.20	3,225.00	124.80	1,418,601.60
	9,051	3,225.60	3,350.00	124.40	1,125,944.40
	18,528	3,351.00	3,475.00	124.00	2,297,472.00
	10,098	3,476.40	3,600.00	123.60	1,236,988.80
	6,042	3,601.80	3,725.00	123.20	744,374.40
	11,579	3,727.20	3,850.00	122.80	1,421,901.20
	3,659	3,852.60	3,975.00	122.40	447,861.60
	1,347	3,978.00	4,100.00	122.00	164,334.00
	2,705	4,103.40	4,225.00	121.60	328,928.00
Total-----	96,782				12,002,905.20
Grade GS-6-----	16,393	3,727.20	3,850.00	122.80	2,013,060.40
	11,772	3,852.60	3,975.00	122.40	1,440,892.80
	10,641	3,978.00	4,100.00	122.00	1,298,202.00
	13,902	4,103.40	4,225.00	121.60	1,690,483.20
	8,095	4,228.80	4,350.00	121.20	981,114.00
	4,571	4,354.20	4,475.00	120.80	552,176.80
	9,854	4,479.60	4,600.00	120.40	1,186,421.60
	1,501	4,605.00	4,725.00	120.00	180,120.00
	688	4,730.40	4,850.00	119.60	82,284.80
	1,694	4,855.80	4,975.00	119.20	201,924.80
Total-----	79,111				9,626,680.40
Grade GS-7-----	14,557	4,479.60	4,600.00	120.40	1,752,662.80
	12,218	4,605.00	4,725.00	120.00	1,466,160.00
	10,045	4,730.40	4,850.00	119.60	1,201,382.00
	9,406	4,855.80	4,975.00	119.20	1,121,195.20
	5,514	4,981.20	5,100.00	118.80	655,063.20
	2,371	5,106.60	5,225.00	118.40	280,726.40
	5,303	5,232.00	5,350.00	118.00	325,754.00
	577	5,357.40	5,475.00	117.60	67,855.20
	229	5,482.80	5,600.00	117.20	26,838.80
	659	5,608.20	5,725.00	116.80	76,971.20
Total-----	60,879				7,274,608.80

See footnotes at end of table, p. 16.

TABLE 3.—Individual initial increases in grades GS-1 through GS-12—Continued

	Number of em- ployees ¹	Existing rate	Proposed rate	Individ- ual increase	Aggregate increase
Grade GS-8.....	10,587	\$5,232.00	\$5,400.00	\$168.00	\$1,778,616.00
	9,097	5,452.80	5,650.00	197.20	1,521,018.40
	6,080	5,733.60	5,900.00	166.40	1,011,712.00
	1,791	5,984.49	6,150.00	165.60	296,589.60
	2,733	6,235.20	6,400.00	164.80	450,398.40
Total.....	30,288				5,058,334.40
Grade GS-9.....	8,028	6,235.20	6,400.00	164.80	1,323,014.40
	7,797	6,474.60	6,650.00	175.40	1,367,593.80
	4,639	6,711.00	6,900.00	188.00	872,154.00
	1,492	5,953.40	7,150.00	196.60	293,327.20
	2,193	7,192.80	7,400.00	207.20	455,425.60
Total.....	24,204				4,311,515.00
Grade GS-10.....	3,968	7,432.20	7,600.00	167.80	665,830.40
	3,387	7,671.60	7,850.00	178.40	604,240.80
	2,157	7,911.00	8,100.00	189.00	407,673.00
	642	8,150.40	8,350.00	199.60	128,143.20
	1,005	8,389.80	8,600.00	210.20	211,251.00
Total.....	11,159				2,017,138.40
Grade GS-11.....	1,557	8,500.50	8,800.00	299.50	452,308.50
	1,432	8,808.75	9,050.00	241.25	357,532.50
	751	9,108.00	9,300.00	192.00	144,192.00
	236	9,407.25	9,550.00	142.75	40,826.50
	398	9,706.50	9,800.00	93.50	37,213.00
Total.....	4,474				1,032,072.50
Grade GS-12.....	0	0	10,000.00	0	0
	659	10,305.00	10,500.00	195.00	128,505.00
	1,007	10,330.00	11,000.00	670.00	674,690.00
Total.....	1,666				803,195.00

¹ Federal executive branch, continental United States (including General Accounting Office and Government Printing Office), July 1, 1948.

² Not a regular scheduled rate of the grade. This rate is to be paid only to those employees currently receiving the salary listed just opposite such rate.

SUMMARY

Grade	Number of em- ployees ¹	Individual increases			Aggregate increase	
		Lowest	Average	Highest	Amount	Percent of total cost
GS-1.....	19,000	\$6.48	\$34.61	\$31.72	\$657,549.28	.75
GS-2.....	121,817	66.00	79.65	106.00	9,702,878.64	11.09
GS-3.....	150,519	101.72	110.55	130.28	16,640,284.48	19.01
GS-4.....	99,020	176.00	185.84	204.56	18,402,244.24	21.02
GS-5.....	96,782	121.60	124.02	125.20	12,002,905.20	13.71
GS-6.....	79,111	119.20	121.69	122.80	9,626,680.40	11.00
GS-7.....	60,879	116.80	119.49	120.40	7,274,608.80	8.31
GS-8.....	30,288	164.80	167.01	168.00	5,058,334.40	5.78
GS-9.....	24,294	164.80	178.13	207.20	4,311,515.00	4.93
GS-10.....	11,159	167.80	180.76	210.20	2,017,138.40	2.30
GS-11.....	4,474	93.50	230.68	290.50	1,032,072.50	1.18
GS-12.....	1,666	195.00	482.11	670.00	803,195.00	.92
Total.....	699,919	6.48	125.24	670.00	\$7,529,406.34	100.00

¹ Federal executive branch, continental United States (including General Accounting Office and Government Printing Office) July 1, 1948.

TABLE 4.—Individual initial increases in grades CPC-1 through CPC-9

	Number of em- ployees ¹	Existing rate	Proposed rate	Individ- ual increase	Aggregate increase
Grade CPC-1-----	108	\$1,410.00	\$1,410.00	0	0
	0	0	1,470.00	0	0
	31	1,500.00	1,530.00	\$30.00	\$930.00
	19	1,588.00	1,590.00	2.00	38.00
	0	0	1,650.00	0	0
	17	1,660.00	1,710.00	50.00	850.00
	24	1,732.00	1,770.00	38.00	912.00
Total-----	199				2,730.00
Grade CPC-2-----	11,863	2,020.00	2,080.00	60.00	711,900.00
	3,298	2,086.00	2,150.00	64.00	211,072.00
	10,049	2,152.00	2,221.00	68.00	683,332.00
	5,535	2,218.00	2,290.00	72.00	398,520.00
	6,046	2,284.00	2,360.00	76.00	459,496.00
	5,231	2,350.00	2,430.00	80.00	418,480.00
	2,955	2,423.04	2,500.00	76.96	227,416.80
	2,715	2,498.28	2,570.00	71.72	194,719.80
Total-----	47,694				3,304,936.60
Grade CPC-3-----	4,926	2,350.00	2,420.00	70.00	344,820.00
	2,011	2,423.04	2,500.00	76.96	154,766.56
	1,587	2,498.28	2,580.00	81.72	129,689.64
	1,855	2,573.52	2,660.00	86.48	160,420.40
	2,978	2,648.76	2,740.00	91.24	271,712.72
	396	2,724.00	2,820.00	96.00	38,016.00
	2,975	2,799.24	2,900.00	100.76	299,761.00
Total-----	16,728				1,399,186.32
Grade CPC-4-----	2,522	2,573.52	2,680.00	106.48	268,542.56
	1,094	2,648.76	2,760.00	111.24	121,696.56
	782	2,724.00	2,840.00	116.00	90,712.00
	685	2,799.24	2,920.00	120.76	82,720.60
	1,010	2,874.48	3,000.00	125.52	126,775.20
	526	2,949.72	3,080.00	130.28	68,527.28
	1,960	3,024.96	3,160.00	135.04	264,678.40
Total-----	8,579				1,023,652.60
Grade CPC-5-----	4,358	2,799.24	2,960.00	160.76	700,592.08
	2,313	2,874.48	3,040.00	165.52	382,847.76
	2,532	2,949.72	3,120.00	170.28	431,148.96
	1,925	3,024.96	3,200.00	175.04	336,952.00
	2,521	3,100.20	3,280.00	179.80	453,275.80
	457	3,175.44	3,360.00	184.56	84,343.92
	1,417	3,250.68	3,440.00	189.32	268,266.44
Total-----	15,523				2,657,426.96
Grade CPC-6-----	2,188	3,024.96	3,180.00	155.04	339,227.52
	1,395	3,100.20	3,280.00	179.80	250,821.00
	1,047	3,175.44	3,380.00	204.56	214,174.32
	1,131	3,250.68	3,480.00	229.32	259,360.92
	2,522	3,351.00	3,580.00	229.00	577,538.00
	259	3,476.40	3,380.00	203.60	52,732.40
	517	3,601.80	3,780.00	178.20	92,129.40
Total-----	9,059				1,785,983.56
Grade CPC-7-----	820	3,225.60	3,400.00	174.40	143,008.00
	709	3,351.00	3,525.00	174.00	123,366.00
	454	3,476.40	3,650.00	173.60	78,814.40
	515	3,601.80	3,775.00	173.20	89,198.00
	876	3,727.20	3,900.00	172.80	151,372.80
	163	3,852.60	4,025.00	172.40	28,101.20
	282	3,978.00	4,150.00	172.00	48,504.00
Total-----	3,819				662,364.40

See footnotes at end of table, p. 18.

TABLE 4.—Individual initial increases in grades CPC-1 through CPC-9—Continued

	Number of employees ¹	Existing rate	Proposed rate	Individual increase	Aggregate increase
Grade CPC-8-----	273	\$3,601.80	\$3,775.00	\$173.20	\$47,283.60
	243	3,727.20	3,900.00	172.80	41,990.40
	178	3,852.60	4,025.00	172.40	30,687.20
	184	3,978.00	4,150.00	172.00	31,648.00
	132	4,103.40	4,275.00	171.60	22,651.20
	102	4,228.80	4,400.00	171.20	17,462.40
	156	4,354.20	4,525.00	170.80	26,644.80
Total-----	1,268				218,367.60
Grade CPC-9-----	353	3,978.00	4,150.00	172.00	60,716.00
	244	4,103.40	4,275.00	171.60	41,870.40
	153	4,228.80	4,400.00	171.20	26,193.60
	130	4,354.20	4,525.00	170.80	22,204.00
	95	4,479.60	4,650.00	170.40	16,188.00
	65	4,605.00	4,775.00	170.00	11,050.00
	94	4,730.40	4,900.00	169.60	15,942.40
Total-----	1,134				194,164.40

¹ Federal executive branch, continental United States (including General Accounting Office and Government Printing Office), July 1, 1948.

² Not a regular scheduled rate of the grade. This rate is to be paid only to those employees currently receiving the salary listed just opposite such rate.

SUMMARY

Grade	Number of employees ¹	Individual increases			Aggregate increase	
		Lowest	Average	Highest	Amount	Percent of total cost
CPC-1-----	199	0	\$13.72	\$50.00	\$2,730.00	0.02
CPC-2-----	47,694	\$60.00	69.29	80.00	3,304,936.60	29.38
CPC-3-----	16,728	70.00	83.64	100.76	1,399,186.32	12.44
CPC-4-----	8,579	106.48	119.32	135.04	1,023,652.60	9.10
CPC-5-----	15,523	160.76	171.19	189.32	2,657,426.96	23.62
CPC-6-----	9,059	155.04	197.15	229.32	1,785,983.56	15.88
CPC-7-----	3,819	172.00	173.44	174.40	662,364.40	5.89
CPC-8-----	1,268	170.80	172.21	173.20	218,367.60	1.94
CPC-9-----	1,134	169.60	171.22	172.00	194,164.40	1.73
Total-----	104,003	0	108.16	229.32	11,248,812.44	100.00

¹ Federal executive branch, continental United States (including General Accounting Office and Government Printing Office), July 1, 1948.

TABLE 5.—Comparison of existing and proposed structure of the GS salary schedule

Present structure										Proposed structure															
Service and grade			Rate range		Num-ber of rates	Spread		Steps between rates		Grade	Rate range		Num-ber of rates	Spread		Steps between rates									
						Amount	Percent				Minimum	Maximum		Amount	Percent										
1	SP	CAF	\$2,020.00	\$2,423.04	7	\$403.04	20.0	5	\$66.00																
																		73.04							
2	SP	CAF	2,086.00	2,498.28	7	412.28	19.8	4	66.00																
																		73.04							
3	SP	CAF	2,152.00	2,573.52	7	421.52	19.6	3	66.00																
																		73.04							
4	SP	CAF	2,284.00	2,724.00	7	440.00	19.3	2	75.24																
																		73.04							
5	SP	CAF	2,498.28	2,949.72	7	451.44	18.1	4	75.24																
																		75.24							
6	SP	CAF	2,974.80	3,727.20	7	752.40	25.3	6	125.40																
																		752.40							
7	SP	CAF	3,727.20	4,179.60	7	752.40	20.2	6	125.40																
																		752.40							
8	SP	CAF	4,103.40	4,855.80	7	752.40	18.3	6	125.40																
																		752.40							
9	SP	CAF	4,479.60	5,232.00	7	752.40	16.8	6	125.40																
																		752.40							
10	SP	CAF	4,855.80	5,608.20	7	752.40	15.5	6	125.40																
																		752.40							
11	SP	CAF	5,232.00	6,235.20	5	1,003.20	19.2	4	250.80																
																		239.40							
12	SP	CAF	6,235.20	7,192.80	5	957.60	15.4	4	239.40																
																		239.40							
13	SP	CAF	7,432.20	8,389.80	5	957.60	12.9	4	239.40																
																		239.40							
14	SP	CAF	8,509.50	9,706.50	5	1,197.00	14.1	4	299.25																
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15	SP	CAF	10,305.00	10,330.00	2	25.00	.2	1	25.00																
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49	SP	CAF																							

TABLE 6.—Comparisons of existing and proposed structure of the CPC salary schedule

Service and grade	Present structure					Proposed structure									
	Rate range		Num-ber of rates	Spread		Steps between rates		Grade	Rate range		Num-ber of rates	Spread		Steps between rates	
				Amount	Percent	Num-ber	Amount		Minimum	Maximum		Amount	Percent	Num-ber	Amount
		Minimum	Maximum												
CPC-1-----	\$1, 410. 00	\$1, 732. 00	5	\$322. 00	22. 8	1	\$90. 00	CPC-1-----	\$1, 410	\$1, 770	4	\$360	25. 5	6	60
						1	88. 00								
						2	72. 00								
CPC-2-----	2, 020. 00	2, 350. 00	6	330. 00	16. 3	5	66. 00	CPC-2-----	2, 080	2, 500	7	420	20. 2	6	70
CPC-3-----	2, 152. 00	2, 498. 28	6	346. 28	16. 1	3	68. 00								
						1	73. 04								
						1	75. 24								
CPC-4-----	2, 350. 00	2, 798. 24	7	448. 24	19. 1	1	73. 04	CPC-3-----	2, 420	2, 900	7	480	19. 8	6	80
						5	75. 24								
CPC-5-----	2, 573. 52	3, 024. 96	7	451. 44	17. 5	6	75. 24	CPC-4-----	2, 680	3, 160	7	480	17. 9	6	80
CPC-6-----	2, 799. 24	3, 250. 68	7	451. 44	16. 1	6	75. 24	CPC-5-----	2, 960	3, 440	7	480	16. 2	6	80
CPC-7-----	3, 024. 96	3, 601. 80	7	576. 84	19. 1	3	100. 32	CPC-6-----	3, 180	3, 780	7	600	18. 9	6	100
						1	125. 40								
						2	125. 40								
CPC-8-----	3, 225. 60	3, 978. 00	7	752. 40	23. 3	6	125. 40	CPC-7-----	3, 400	4, 150	7	750	22. 1	6	125
CPC-9-----	3, 601. 80	4, 354. 20	7	752. 40	20. 9	6	125. 40	CPC-8-----	3, 775	4, 525	7	750	19. 9	6	125
CPC-10-----	3, 978. 00	4, 730. 40	7	752. 40	18. 9	6	125. 40	CPC-9-----	4, 150	4, 900	7	750	18. 1	6	125

TABLE 7.—Comparison of minimum rates of CAF grades, 1928, 1945, 1948, 1948, 1948, and proposed GS schedule

Grades CAF	July 1, 1928	July 1, 1945	July 1, 1946	July 11, 1948	Proposed		Increase, July 11, 1948, over July 1, 1928		Increase, proposed over July 1, 1928		Increase, proposed over July 11, 1948	
					Grades GS	Amount	Amount	Percent	Amount	Percent	Amount	Percent
1	\$1,280	\$1,506	\$1,756.00	\$2,086.00	1	\$2,100	\$826.00	65.6	\$840	66.7	\$14.00	0.7
2	1,440	1,704	1,954.00	2,284.00	2	2,350	844.00	58.6	910	63.2	66.00	2.9
3	1,620	1,902	2,168.28	2,498.28	3	2,800	878.28	54.2	980	60.5	101.72	4.1
4	1,800	2,100	2,394.00	2,724.00	4	2,900	924.00	51.3	1,100	61.1	176.00	6.5
5	2,000	2,320	2,644.80	2,974.80	5	3,100	974.80	48.7	1,100	55.0	125.20	4.2
6	2,300	2,650	3,021.00	3,351.00	6	3,850	1,051.00	45.7	800	34.8	-251.00	-8.1
7	2,600	2,980	3,397.20	3,727.20	7	4,600	1,127.20	43.4	1,250	48.1	122.80	3.3
8	2,900	3,310	3,773.40	4,103.40	8	5,400	1,203.40	41.5	950	32.8	-253.40	-6.2
9	3,200	3,640	4,149.60	4,479.60	9	6,400	1,279.60	40.0	1,400	43.8	120.40	2.7
10	3,500	3,970	4,525.80	4,855.80	10	7,600	1,355.80	38.7	1,600	31.4	255.80	-5.6
11	3,800	4,300	4,902.00	5,232.00	11	8,800	1,432.00	37.7	1,600	42.1	168.00	3.2
12	4,600	5,180	5,905.20	6,235.20	12	10,000	1,635.20	35.5	1,800	39.1	164.80	2.6
13	5,600	6,230	7,102.20	7,432.20	13	11,500	1,832.20	32.7	2,000	35.7	167.80	2.3
14	6,500	7,175	8,179.50	8,509.50	14	113,000	2,009.50	30.9	2,300	35.4	290.50	3.4
15	8,000	8,750	9,975.00	10,305.00	15	113,000	2,305.00	28.8	2,000	25.0	-305.00	-3.0

1 Minimum rates of new grades not in p present schedule.

2 Single rate of new grade not in present schedule.

TABLE 8.—Comparison of minimum rates of CPC grades, 1928, 1942, 1945, 1946, 1948, and proposed CPC schedule

Grades CPO	July 1, 1928	Aug. 1, 1942	July 1, 1945	July 1, 1946	July 11, 1948	Proposed		Increase, July 11, 1948, over Aug. 1, 1942		Increase proposed over Aug. 1, 1942		Increase proposed over July 11, 1948	
						Grades CPO	Amount	Amount	Percent	Amount	Percent	Amount	Percent
1-----	\$600	\$720	\$864	\$1,080.00	\$1,410.00	1-----	\$1,410	\$690.00	95.8	\$690	95.8	\$60.00	3.0
2-----	1,080	1,200	1,440	1,680.00	2,020.00	2-----	2,080	820.00	68.3	880	73.3	-72.00	-3.5
3-----	1,200	1,320	1,572	1,822.00	2,152.00	3-----	2,080	832.00	63.0	760	57.6	70.00	3.0
4-----	1,320	1,500	1,770	2,020.00	2,350.00	4-----	2,420	850.00	56.7	920	61.3	106.48	4.1
5-----	1,500	1,680	1,968	2,243.52	2,573.52	5-----	2,680	893.52	53.2	1,000	59.5	160.76	5.7
6-----	1,680	1,860	2,166	2,469.24	2,799.24	6-----	2,960	939.24	50.5	1,100	59.1	155.04	5.1
7-----	1,860	2,040	2,364	2,694.96	3,024.96	7-----	3,180	984.96	48.3	1,140	55.9	174.40	5.4
8-----	2,000	2,200	2,540	2,895.60	3,225.60	8-----	3,400	1,025.60	46.6	1,200	54.5	173.20	4.8
9-----	2,300	2,500	2,650	3,271.80	3,601.80	9-----	3,775	1,301.80	56.6	1,475	64.1	172.00	4.3
10-----	2,600	2,800	2,980	3,648.00	3,978.00	10-----	4,150	1,373.00	53.0	1,550	59.6		

(2) TITLE X—MANAGEMENT IMPROVEMENT PLAN AND REWARDS

Management improvement is a popular subject. Numerous societies devote considerable time to various plans and theories for more effective management. Professional periodicals are filled with articles on the subject. However, in spite of the impressive discussions and published articles, the results demonstrated in the Federal service are not impressive. It would be desirable to see an approach by which management could be tested not only by its effectiveness, but by its economy. For these reasons, title X contains new legislation to provide for a systematic method of achieving greater economy in management.

The Bureau of the Budget, as the leading central agency in the management field, is given the top role in this program. It will issue and administer the regulations. It will also maintain control of the program and render an annual report to the Congress with such recommendations as it deems advisable.

Under regulations issued by the Bureau of the Budget, each department and agency is required to make systematic reviews of each of its activities, functions, and organization units on a continuing basis, and determine how well they are meeting proper tests of efficiency and economy. Groups that prove to be outstanding by these tests are to be identified for particular commendation.

As a further incentive to efficiency and economy, the individual supervisors and employees who make outstanding contributions through their own superior accomplishments may be given pay rewards up to the equivalent of three salary step increases in their grades. These rewards are to be made by efficiency awards committees in the departments. The total awards to any individual or group of employees may not exceed 25 percent of the savings realized by the superior accomplishments of such individual or group.

Many charges have been made that supervisors engage in "empire building." What is meant is that they try to build up unnecessarily large working staffs in order to enhance the prestige and pay of their own jobs. This practice could not exist under proper management conditions, but the widespread belief that it does happen is a proper basis for preventive measures. If it becomes personally profitable for a supervisor to operate more efficiently and more economically, this incentive should bring about better results, and the savings to the Government under the proposed plan would be at least three times the cost of the plan in operation.

In addition to the financial incentive embodied in the proposed plan, the definite declaration by the Congress of its desires for efficiency and economy, in the enactment of pay legislation, should tend to focus greater attention on these objectives throughout the service. Moreover, the single requirement that departments shall periodically and systematically review their management operations, under the guidance of the Bureau of the Budget, to whom they are required to report, can be expected to prove of considerable value to the departments themselves and to the whole service.

Experience in the administration of this plan will undoubtedly indicate later avenues for improvement. However, the present need is for the introduction of a specific program for increasing efficiency and promoting economy. The proposed provisions should meet this need.

surplus employees with satisfactory ratings is prohibited from bringing in any new employees from any source for positions for which the surplus employees are qualified. This provision should contribute to greater stability of employment during periods of threatened reductions in force.

Although these provisions will not provide any magic solution to the problems of rating the performance of employees, they will enable conscientious administrators and supervisors to deal more realistically with these problems, and progress will be assured.

(4) POSITION-CLASSIFICATION STANDARDS, AUTHORITY, AND PROCEDURE

Titles IV and V set forth a policy and method of operating a uniform plan for placing positions in classes and grades, applicable to both the departmental and the field service.

The provisions of these titles, in essentially the same form, have been recommended by the Civil Service Commission to Congress five times, beginning in 1944. They are not controversial, but heretofore their importance has been overshadowed by discussions and action to pay increases.

Briefly, the underlying plan of operation is that the Civil Service Commission shall prepare and publish standards for placing positions in classes and grades; the departments are required to observe and adhere to such standards, and, except as to grades GS-13, 14, and 15, may take action without prior approval of the Commission; the Commission is authorized to postaudit such actions, to change them where in error, and to enforce observance of its standards generally.

Under existing statute, control in the departmental service is centered on mandatory preaudit by the Civil Service Commission of classification actions proposed by the departments and agencies. Under existing Executive order, control in the field service is centered on postaudit having no mandatory features. Titles IV and V are based on postaudits by the Commission, with mandatory enforcement features in both the departmental and field services.

In this respect the bill applies a general plan based on delegating authority to the departments with respect to both the departmental and field services.

The Commission's present responsibility for classification administration in the field service is set forth in Executive Order No. 9512, January 16, 1945. It may be summarized as follows:

1. The Commission is charged by the President with publishing standards for placing field positions in the classes and grades of the Classification Act. (This is an Executive order extension to the field service of a similar statutory responsibility for the departmental service.)
2. The departments and agencies are required by the President to follow the standards published by the Commission.
3. The Commission is authorized to postaudit field allocations made by the agencies to determine the degree to which they have complied with the published standards.
4. The Commission is authorized to call to the attention of the President any deviations from standards or failures to apply the standards.

Under the bill, the plan of operation set forth in this Executive order would be improved in three important particulars:

1. On its own motion, or at the request of a Department or an employee, or preaudit or postaudit, the Commission shall have power to certify corrections of classifications, which certifications shall be binding on the agency. They would, of course, be enforceable with the aid of the General Accounting Office.

2. Whenever justified by the results of the Commission's post-audits, the Commission may revoke or suspend, in whole or in part, the power of a Department or agency to classify positions without prior approval of the Commission. In such cases the Commission would require that its prior approval be secured in each case, until such time as the agency takes necessary corrective steps, after which the Commission may restore the agency's authority.

3. The plan applies to the departmental and field services alike.

Title IV specifically deals with the preparation and publication of standards, i. e., written statements showing what kinds of work and what levels of difficulty and responsibility of work belong in the various grades. It authorizes the Commission to prepare and publish standards defining classes of positions in terms of duties, responsibilities, and qualification requirements. These standards, under title V of the bill, guide and control the departments and agencies in placing positions in classes and grades.

The Commission is to keep such standards up to date so that they will fit the positions existing within the service at any given time, as nearly as may be practicable. The standards are to establish official class titles and these titles are to be used for personnel, budget, and fiscal purposes. For other purposes where it is necessary to depart from official class titles, other aptly descriptive titles may be used.

So far as the departmental service is concerned (almost wholly in the District of Columbia), this title is a rewriting of existing law.

For the field service, however, it is a new statutory provision. An Executive Order No. 9512, January 16, 1945, is the existing authority for making the Commission's standards applicable to field positions and employees.

Taken as a whole, title IV is the key to coordination within and between the departmental and the field services, and within and between the various departments and agencies. It would prove a uniform statutory authority for a standards-publication program that has been an activity of the Civil Service Commission, since July 1943, with the approval of the appropriation committees, under the combined authority of statute and Executive order.

Title V would make important changes in existing law.

In the departmental service, the authority to make binding decisions on placing positions in classes and grades is vested in the Civil Service Commission. In the field service, this authority is placed in the head of the department or agency concerned. This difference was established by statute in 1923-24 and (except in the limited class of cases where a veteran-preference employee appeals a demotion under sec. 14 of the Veterans' Preference Act of 1944 and the question of the proper class and grade of his position is an issue in the appeal) has not since been changed.

This difference in the placing of final authority is reflected in a difference in method.

In the departmental service, existing law requires a preaudit procedure. It says in effect that the departments and agencies shall

place positions in classes and grades, but must submit their actions to the Commission for review prior to becoming effective. Their own actions are not final and cannot be used for pay-roll purposes until passed upon by the Commission. When the Commission reviews the matter, it decides the appropriate class and grade, and certifies its action to the department or agency. The effect of this certification may be to approve, lower, raise, or otherwise change the action recommended by the department or agency. Certification must be made in advance if an appointment, promotion, or change from one grade to another, except in two types of routine actions involving (a) a simple change of incumbent on a previously classified position or (b) the classification of a position identical to one previously classified.

In the departmental service, on the informal or formal request of an employee or a department, or on the Commission's own motion, the Commission can review the classification of any position at any time and certify a revised or corrected action.

In the field service, the situation is entirely different.

There is no statute or other legal instrument requiring the departments and agencies to submit classifications of field positions to the Commission for prior approval, or placing any adequate enforcement authority or responsibility in the Commission. When a department or agency classifies a field position, such action is final for all purposes. There is no certification by the Commission. The Commission cannot change the department's action. It can be changed only by the department itself. The only exception occurs when the action is an integral part of the demotion of a veteran-preference employee appealed under section 14 of the Veterans' Preference Act of 1944 and disapproved by the Commission (Op. Atty. Gen., vol. 40, No. 120 Mar. 31, 1947).

Except in the veterans' preference demotion appeal cases indicated, an employee in the field service has no right of appeal to the Commission on the allocation of his position.

Under the bill, all employees would have a right to appeal the classifications of their positions to the Commission.

Although title V relaxes somewhat the present control over about 18 percent of the positions subject to the Classification Act (departmental positions) it strengthens materially the control over some 82 percent (field positions). The result is a uniform system of classification administration and a definite fixing of responsibility. This would replace the present plan of two different systems for the departmental and for the field service, respectively, a condition which is essentially historical.

So far as the field service is concerned, title V enlarges and provides a legislative basis for the Commission's functions with respect to the classification of field positions now performed under Executive Order No. 9512, January 16, 1945. It would also give the Commission a final authority it does not now have, and provide enforcement powers that now do not exist.

In both the departmental and field services, title V is designed to make the distribution of responsibilities and the administrative or operating methods the same, and not dependent (as they are now) upon the geographic or organizational location of the position.

(5) STEP-INCREASES FOR LONG AND MERITORIOUS SERVICE

Under existing law there is no authority, except in some unusual situations, to pay an employee under the Classification Act any rate above the maximum prescribed for the position to which he is assigned.

Section 703 sets up a plan whereby an employee whose service has been sufficiently long, continuous, and meritorious may receive, successively, not to exceed three step-increases beyond the scheduled maximum rate of his grade. It applies to all grades except grade 15 (the highest grade) of the general schedule.

The plan is to be operated within the limit of available appropriations and in accordance with standards promulgated by the Civil Service Commission. The authorized actions are to be taken by the departments either after prior approval by the Commission or under a revocable delegation of authority from the Commission. The Commission is required to submit an annual report to Congress on the results.

For each step-increase beyond the scheduled maximum rate of his grade, the employee—

1. Shall have had, in the aggregate, not less than 10 years of service in his position or in positions of equivalent or higher grade.

2. Shall have completed 3 years of continuous service at such maximum rate or at such rate in excess thereof as is authorized by section 703 or section 604 (b).

3. Shall have a record of current service and conduct certified by his department as being meritorious.

Not more than one such step increase may be granted for any 3 years of continuous service and not more than three successive increases may be made. The maximum salary that can be earned under the plan is three step increases above the scheduled maximum of the employee's grade.

The retention of such increase is made dependent upon the results of annual reviews of the employee's work. If his service is found to be no longer meritorious, his salary would be reduced by the amount of the last longevity increase he received.

Normally, in the CPC schedule and in the first 11 grades of the general schedule, which have either 7 or 5 rates, an employee would reach the maximum rate of his grade after 6 years of fully satisfactory service. In grades GS-12, 13, and 14, which have but three rates, he would reach his maximum rate in 3 years. As of July 1, 1948, out of 802,922 Classification Act employees in the continental United States, 77,809, or 9.7 percent, were at the maximum rates of their grades.

Depending on the nature of his work and the organization structure of his agency, there may be few opportunities for promotion to a higher grade. In such a case, there is little or no financial incentive provided by the Classification Act for him to remain in his position and continue to render constantly improved service. The policy underlying section 703 is to provide such an incentive.

Although no accurate forecast is possible, it is estimated that the first-year cost of the plan proposed in section 703 will be about \$850,000. This annual cost will increase each year until the plan has been in operation for 9 years. At this point the annual cost, estimated at \$13,000,000 will level off at that figure, which is considered a maximum annual cost.

EXPLANATION OF S. 2379 BY TITLES AND SECTIONS

TITLE I—DECLARATION OF POLICY

Section 101: This section states the general policy of the bill; namely (1) that there shall be equal pay for equal work and proportionate pay for unequal work, and (2) that positions are to be placed in classes and grades according to their duties, responsibilities, and qualification requirements, and the resulting position-classification system made useful in all phases of personnel administration.

This is existing policy; but in existing law it is scattered among various provisions.

TITLE II—COVERAGE AND EXEMPTIONS

The general plan of title II is to express a comprehensive general coverage in section 201, subject to specific exemptions in section 202. Thus, in order for a department, or a group of positions or employees in or under a department, to be exempted from the bill, an express exemption must be found, either in section 202 or in some other provision of future law.

Section 201. This section provides that the bill shall apply to all civilian positions, officers, and employees "in or under the departments," except those expressly set forth as exemptions in section 202.

The term "department" conveniently refers to the executive departments and independent establishments and agencies, including wholly owned Government corporations, as well as to certain other agencies to which (except as to some groups of positions) the Classification Act now applies. These are the Administrative Office of the United States Courts, the Library of Congress, the Botanic Garden, the Government Printing Office, the General Accounting Office, the Office of the Architect of the Capitol, and the municipal government of the District of Columbia.

The scope of the bill is not limited geographically. It applies to the departmental service in the District of Columbia and to the field service in the 48 States, Territories, and possessions, and foreign countries.

Broadly speaking, positions whose salaries are now fixed on an annual basis under the pay schedules of the Classification Act of 1923, as amended, will continue to be subject to the bill. Part-time charges now paid at hourly rates and others now paid at daily or hourly rates computed from Classification Act annual rates are also generally covered by the bill.

Under title II, the following wholly owned corporations, not now subject to the Classification Act, would fall within the coverage of the bill: Federal Intermediate Credit Banks, Production Credit Corporation, Federal Farm Mortgage Corporation, and regional agricultural credit corporations under the Department of Agriculture; Federal Prison Industries, Inc., under the Department of Justice; Institute of Inter-American Affairs, State Department; Export-Import Bank of Washington; Federal Savings and Loan Insurance Corporation and Home Owners' Loan Corporation under Housing and Home Finance Agency; and the Reconstruction Finance Corporation.

In addition, the following agencies, now exempted, would be covered: Displaced Persons Commission; Philippine War Damage Commission; and United States Soldiers Home.

Customs clerks, whose pay is now fixed by the Bacharach Act of May 29, 1928, as amended, and immigration inspectors, whose pay is now fixed by the Reed-Jenkins Act of May 29, 1928, as amended, would come under the bill. The latter inclusion would make unnecessary the separate consideration of pending bill H. R. 3513.

In addition, a large number of individual exemptions in organic or appropriation acts, such as exemptions for attorneys, engineers, experts, etc., in certain agencies would be repealed by implication and the positions brought within the bill.

Section 202: In general, the larger and more significant groups of positions now exempted from the Classification Act of 1923, as amended, are exempted by this section.

In the exemptions are enumerated five groups for which there exist other statutory pay schedules. Those are: (1) The postal-field service, (2) the Foreign Service of the United States, (3) professional and other employees of the Department of Medicine and Surgery in the Veterans' Administration, (4) teachers, school officers, and other employees of the Board of Education of the District of Columbia, and (5) officers and members of the Metropolitan Police and Fire Department of the District of Columbia, United States Park Police, and the White House Police.

None of these groups is now subject to the Classification Act.

Another group excluded from the bill is the group of lighthouse keepers and civilian employees on lightships and other vessels of the Coast Guard whose compensation is fixed under Public Law 143, Eighty-first Congress, June 29, 1949. Because of the unusual working conditions of this group, Public Law 143 provides for separate consideration of not only rates of basic compensation, but also overtime, night, and holiday pay.

The major prevailing rate groups excluded from the bill are those mentioned in paragraphs (7), (8), and (9) of section 202. These are trades, crafts, and labor employees, and officers and members of crews of vessels. These groups are now excluded from the Classification Act.

Crafts, trades, and labor employees engaged in the operation and maintenance of public buildings and associated equipment or working in scientific or engineering laboratories as aides to scientists or engineers are not exempted. They are now subject to the Classification Act and will remain so under the bill, their basic rates to be set by the crafts, protective and custodial schedule established in title VI. At some future time, when a bill to provide for coordination of the wage-board operations of the various departments and agencies is being studied, it would be well to consider the desirability of fixing, under wage-board procedure, the wage rates of all blue-collar workers, including those who maintain and operate public buildings and associated equipment.

The clerical-mechanical employees of the Bureau of Engraving and Printing, 3,864 in number (as of July 1, 1948), now paid under the hourly pay schedule of the clerical-mechanical service of the Classification Act (which applies only to that one group), would be excluded

from the bill and their wages would be fixed and adjusted from time to time by reference to prevailing rates by a wage board—a long-standing policy of the Government with respect to workers on manufacturing or mechanical-processing operations.

At the present time, this group of employees in the Bureau of Engraving and Printing is under the Classification Act in a special service consisting of four grades, each grade having two hourly rates—a minimum and a maximum.

The Bureau of Engraving and Printing is essentially a manufacturing or industrial establishment. It employs highly skilled craftsmen whose wages are fixed on a prevailing-rate basis, usually in conformity with changes in Government Printing Office rates for similar occupations. The clerical-mechanical employees correspond to the skilled helpers in an industrial shop. They include, among others, plate printer's assistants, counters and examiners of the product of printing processes, such as currency and bonds, press feeders, operators of various machines, press helpers, and truckers. The bill proposes to take this group out of the present statutory-schedule plan and place it under wage-schedule procedure.

The purpose is to bring about a close relation between the pay rates for this group, on the one hand, and pay rates for skilled craftsmen in the same Bureau or pay rates generally in the Government Printing Office, on the other. This relation is sought to be secured by bringing the wage policy and method for the group concerned into line with existing wage policy and method for the related groups.

Paragraph (10) excludes from the bill civilian professors, lecturers, and instructors at the Naval War College, the Naval Academy, and the Naval Postgraduate School. The Navy Department has established a uniform schedule of pay for these positions on the basis of salaries for similar positions in colleges and universities throughout the United States.

Paragraph (11) excludes from the bill aliens or persons not citizens of the United States who occupy positions outside the several States and the District of Columbia. These employees will continue to have their rates of compensation determined in accordance with local pay scales.

Paragraphs (12), (13), (14), and (15) exclude the Tennessee Valley Authority, the Inland Waterways Corporation, the Alaska Railroad, and the Virgin Islands Corporation. None of these organizations is now under the Classification Act. The Inland Waterways Corporation is limited, however, by its appropriation act to rates not in excess of those prescribed for similar services by the Classification Act.

Paragraph (16) exempts the Central Intelligence Agency.

Paragraphs (17) to (25), both inclusive, cover peculiar or unusual types of employment for which the type of pay schedule and pay plan provided by the bill is not appropriate or applicable.

Paragraph (17) exempts employees serving without compensation or at nominal rates of compensation, when such employment is permitted by law.

Paragraph (18) exempts employees none or only part of whose compensation is paid from appropriated funds, such as employees of Army post exchanges. The purpose of the proviso in this paragraph is to continue provisions of existing law that only those employees of the Veterans' Canteen Service working in canteens, warehouses, and storage depots are to be excluded from the Classification Act.

Paragraph (19) exempts employees whose pay is fixed under cooperative agreements to which the United States is a party.

Paragraph (20) exempts student employees receiving professional training in Government hospitals, clinics, or laboratories, whose compensation is governed by recent special law.

Paragraph (21) exempts inmates, patients, or beneficiaries receiving care or treatment or living in Government agencies or institutions.

Paragraph (22) exempts experts or consultants, when employed temporarily or intermittently in accordance with section 15 of the act of August 2, 1946.

Paragraph (23) exempts emergency or seasonal employments of uncertain or purely temporary duration, or limited to brief periods at intervals.

Paragraph (24) exempts employments made on a fee, contract, or piece-work basis when authorized by other law.

Paragraph (25) exempts certain part-time or intermittent employments, not measurable as to time, in cases where persons do part-time or intermittent work for the Government concurrently with their private profession, business, or other employment.

Paragraph (26) provides that in the event Congress should by any other law fix a rate for a particular position at or in excess of the regular maximum rate of the highest grade established by the bill, such position shall be regarded as being exempted from the bill. This avoids the confusion inherent in existing law with respect to two grades—known as grade 9 in the professional and scientific service, and grade 16 in the clerical, administrative, and fiscal service—for which Congress expressly authorizes rates in excess of the ceiling rate of the act. The combination of specifying these grades in existing law and at the same time fixing rates by other law in excess of the ceiling rate now causes considerable confusion as to whether or not the positions concerned are under the Classification Act.

Section 203: This section authorizes and directs the Civil Service Commission to determine finally questions of coverage and exemption. Under existing law the Commission has no authority to determine whether or not a position in the field service is subject to the Classification Act, except in veterans' appeals under section 14 of the Veterans' Preference Act of 1944. In the departmental service the Commission is authorized to make initial decision on that point. The effect of section 203 is to make the authority of the Civil Service Commission uniform with respect to both departmental and field positions.

TITLE III—BASIS FOR CLASSIFYING POSITIONS

Title III gives a picture of the basis for placing positions in classes and grades—a process commonly called allocation—without burdening statutory language with provisions that more properly are subjects for regulation or less formal instruction.

Section 301: This section defines the terms "position," "class," and "grade," with the same meaning as in existing law. The language of the definitions is clarified so as to show more clearly the relationships between the three concepts.

Section 302: This section requires that each position be placed in the appropriate class, and that each class be placed in its appropriate grade, on the basis of duties, responsibilities, and qualification require-

ments of the work involved in the position or in the class of positions concerned. This policy continues existing law, with improvements in language.

Section 303: This section is an extension of a provision in recent independent offices appropriation acts limiting the availability of appropriations of the Civil Service Commission, in case any of its employees places a supervisory position in a class or grade solely on the basis of size of unit or number of persons supervised. The extension consists in making the prohibition applicable to any appropriated funds of any department or agency.

TITLE IV—PREPARATION AND PUBLICATION OF STANDARDS

Section 401: This section gives the Civil Service Commission the necessary authority and direction to prepare, publish, and keep up to date allocation standards, i. e., written standards for placing individual positions in their proper classes and grades. Such standards will (1) define the various classes of positions that exist in the service in terms of duties, responsibilities, and qualification requirements; (2) establish the official class titles; and (3) set forth the grades in which such classes have been placed by the Commission. They will apply in both the departmental and field services.

Subsection (c) of this section provides flexibility in the use of class titles. They are to be used for personnel, budget, and fiscal purposes; but if they are not appropriate for internal administration, public convenience, law enforcement, or similar purposes, organizational or other titles may be used.

TITLE V—AUTHORITY AND PROCEDURE

Section 501: This section gives the Commission full authority to find facts and take action in placing positions in proper classes and grades, initially or on review. However, the Commission is not required to use such authority on a regular day-to-day basis, but it may do so at any time in its discretion, on its own motion, or at the request of an employee or a department. It carries with it the authority necessary to require corrections when the Commission finds they are needed.

This is existing law in the departmental service but is new legislation for the field service.

Section 502: This section sets forth the ordinary day-by-day authority and procedure. Following the standards provided for in title IV, the department concerned is required to place its positions in proper classes and grades. The department's actions will be official for pay and personnel purposes, without prior approval of the Commission except as indicated in sections 504 and 505. They may, however, be changed by certificate of the Commission, as provided in section 503.

The Commission is required to review a sufficient number of these actions of the departments to determine the degree to which such actions are being taken in conformity with the Commission's standards.

Section 503: This section provides the Commission with authority to require corrections of erroneous actions. When the Commission

finds that positions are not placed in proper classes and grades, it is directed to certify the correct class and grade to the department. The department is required to take action in accordance with such certificate, which is to be binding on all administrative, certifying, pay roll, disbursing, and accounting officers.

Section 504: This section authorizes the Commission to revoke or suspend in whole or in part the authority of a department to place positions in classes and grades without prior approval of the Commission, whenever the Commission finds that the department is not following the Commission's standards. After such revocation or suspension, the Commission may restore such authority to the extent that corrective measures taken by the department satisfy the Commission that subsequent actions will be in accordance with standards.

Section 505: The general plan of operations specified in title V is limited by this section, which provides that positions may be placed in grade 13, 14, or 15 (the three highest grades) of the general schedule only by action of, or after prior approval by, the Civil Service Commission.

Section 506: This section specifies certain incidental powers the Commission should have to discharge effectively the reviewing task specified in section 502 (b). The Commission is authorized to prescribe the form of records of the duties and responsibilities of positions, and the places where such records shall be maintained; to examine these or other pertinent records; and to interview officers and employees.

TITLE VI—BASIC COMPENSATION SCHEDULES

Section 601: This section provides for two basic compensation schedules: (1) A general schedule, in lieu of the professional and scientific service, the clerical, administrative, and fiscal service, and the subprofessional service of the Classification Act of 1923, as amended; and (2) a crafts, protective, and custodial schedule, in lieu of the crafts, protective, and custodial service of the Classification Act.

Section 602: This section provides that the general schedule shall be divided into 15 grades of difficulty and responsibility of work and the crafts, protective, and custodial schedule into 9 grades.

Section 603: This section sets forth new compensation schedules for the general schedule, the crafts, protective, and custodial schedule, and the hourly rates for part-time charwomen (\$1.13) and head charwomen (\$1.18).

Section 604: Subsection (a) of this section prescribes the method by which the existing grades of the Classification Act of 1923, as amended, are to be translated into corresponding new grades. The translation is to take place automatically, as prescribed by the bill. This provision is designed for smooth transition from the old to the new schedules.

Subsection (b) of this section specifies the rules by which existing pay rates are to be automatically adjusted to the new rates. The general principle is stated in paragraph (1): Employees are to retain the same relative place within the new grade range as they had within their former grade range. This principle works automatically in all cases where the number of rates is the same in both the old and the new grade, and where grade mergers are not involved. There are,

however, three types of special circumstances: (a) where the number of rates is not the same in both the old grade and the new grade; (b) where following the relative position principle would result in salary cuts; and (c) where, because of the merger of consecutive grades, the increased rates for some employees would be above the scheduled maximums of their grades. To take care of these circumstances, special transition rules are provided. These are given in paragraphs (2) to (11), inclusive.

Paragraph (11) of subsection (b) is a general over-all saving clause. The intent is that no present employee's pay is to be reduced by reason of the transition from old to new schedules, so long as he remains in the same position and grade. When he vacates his position, any subsequent appointee to it would have his compensation fixed in accordance with the regular provisions of the act.

Section 605: An employee in one of the merged grades whose existing compensation is near or above the new scheduled maximum is given substantially the same initial increase as an employee receiving the next lower existing rate in the same grade. Section 604 (b), pars. (4), (5), (6), and (9). Section 605 permits him to continue to receive the resulting unscheduled rate, even though it is above the scheduled maximum of his grade.

Section 606: This section guards against any increase provided by the bill being considered an equivalent increase for periodic step-increase purposes. An "equivalent increase" stops the running of the current waiting period of 52 or 78 weeks and begins a new waiting period. This provision is the same as that used in the salary increase acts of 1945, 1946, and 1948.

TITLE VII—STEP INCREASES

Title VII of the proposed bill provides for three types of step-increases—(1) periodic step-increases under section 701, (2) rewards for superior accomplishment under section 702, and (3) step-increases beyond the scheduled maximum rate of the grade under section 703. The first two types of step-increases are step-increases within the grade and are already authorized by existing law. However, the third is entirely new for employees under the Classification Act.

Section 701: This section makes changes in the language of existing law. "Fifty-two calendar weeks" has been substituted for "twelve months" and "seventy-eight calendar weeks" has been substituted for "eighteen months" to conform with the computation of pay rolls on a biweekly basis instead of a semimonthly basis. This pay-roll change was made by the Federal Employees Pay Act of 1945.

Paragraph (C) preserves the benefits of periodic step-increases for employees whose continuous service is interrupted by service with the armed forces or by service in essential non-Government civilian employment during a period of war or national emergency. This, in more complicated form, is a provision of existing law. It has been generalized and rewritten for the sake of simplicity and clarity.

Existing law respecting periodic increases requires on the part of the employee an efficiency rating of "good" or better, the term "good" referring to a rating level in efficiency rating systems established under section 9 of the Classification Act. This provision has been omitted from the bill. The requirement of a certificate of satisfactory service and conduct is continued.

Section 702. This section authorizes an additional one-step increase as a reward for superior accomplishment. This is existing law except for minor changes in the language.

Section 703: This section provides a general plan for rewards for meritorious service, consisting of not to exceed three step-increases, beyond the scheduled maximum rate of an employee's grade, where the employee meets certain conditions of length and quality of service.

Subsection (a) stipulates that such rewards shall be in accordance with standards issued by the Civil Service Commission and shall be made by the departments either after prior approval by the Commission or by exercising authority delegated by the Commission for the purpose.

Subsection (b) sets forth conditions of eligibility and other limiting conditions.

For each such step-increase the employee must have completed 3 years of continuous service at the maximum scheduled rate or at a rate in excess thereof, authorized by the section. His current service and conduct must be certified by his department as being meritorious. He shall have had at least 10 years of his service in his present or an equivalent position. No period of 3 years shall count toward more than one such increase and not more than three successive increases may be awarded. By reason of the section, no officer or employee shall receive a rate of basic compensation which is more than three step-increases above the scheduled maximum of his grade.

Any employee currently in receipt of such rewards is to have his performance reviewed annually. If the review reflects a failure to continue to render meritorious service, he is reduced one step.

Subsection (c) spells out the rules for granting such step-increases to an employee who, under section 604 (b), section 905 (b), or other provision of law, is already receiving a rate in excess of the scheduled maximum rate of his grade when he becomes eligible for a step increase beyond such maximum.

Section 704. Rewards for superior accomplishment and awards of step increases beyond the scheduled maximum rate of the employee's grade are made dependent upon prior approval of the Commission, or upon delegation of authority to the departments to make them under standards issued by the Commission. The exercise of such authority is to be subject to review by the Commission. If such review indicates failure to observe the standards issued by the Commission, the Commission may withdraw or suspend the department's delegated authority until such time as the general situation is corrected by the department.

This arrangement is already part of existing law with respect to rewards for superior accomplishment under section 702.

Section 705. This section provides that service immediately preceding the effective date of title VII shall, if the employee meets all the other conditions of eligibility, be counted toward (1) one periodic step increase and one additional step increase as a reward for superior accomplishment or (2) step increases beyond the scheduled maximum of the grade, as the case may be. The purpose of this section is to make sure that the usual rule against the retroactive effect of statutes will not deny any employee the benefits of service accrued up to the effective date of the bill, and still pending to his credit.

Section 706: This section provides that title VII shall not apply to persons appointed by the President, by and with the advice and consent of the Senate. This provision, which is already in existing law for periodic increases and rewards for superior accomplishment, recognizes that such persons should not be subject to the usual restrictions on step-increases. Their appointments are frequently of limited duration, usually being more or less dependent upon changes in political administration. Usually, it cannot be expected that such noncareer officials will serve the necessary period to receive full advantage of the step-increase plans. Hence, heads of departments should be left free to increase their compensation within their grades without regard to the time or other limitations of this title.

TITLE VIII—GENERAL COMPENSATION RULES

Section 801: This section provides that all new appointments shall be made at the minimum rate of the appropriate grade or class. This is existing law.

Section 802: Subsection (a) of this section authorizes the Commission to issue regulations governing the rate of basic compensation which an employee may be paid on transfer, promotion, demotion, reinstatement, reemployment, or other personnel change. At the present time these rates are determined by the departments and agencies in accordance with decisions of the Comptroller General, as they are issued from time to time as answers to questions in specific cases presented by the departments and agencies.

This new provision of law would permit the Commission to prepare a comprehensive, unified set of rules. Such rules, of course, would still be subject to decisions of the Comptroller General as to their legality and conformance with the other provisions of the bill.

Subsection (b) of section 802 provides that any officer or employee who is promoted or transferred to a position in a higher class or grade shall receive basic compensation at the lowest rate of the higher class or grade which is at least one step-increase above his existing rate of basic compensation. If there is no rate in the higher class or grade which is at least one step-increase above the employee's existing rate of basic compensation, he shall receive (a) the highest scheduled rate of such higher grade, or (b) his existing rate of basic compensation, whichever rate is the higher.

At present, a promoted employee receives no immediate increase if he is already receiving a rate in the lower grade that also occurs in the higher grade. If he is receiving a rate in the lower grade that falls between two rates of the higher grade, he is promoted at the higher of these two rates.

In too many cases, accordingly, an employee who is promoted to greater responsibilities or more difficult duties receives no immediate increase in pay. This is not in accord with the commonly accepted principle that a promotion in pay should accompany a promotion in duties and responsibilities.

Subsection (b) of section 802 corrects this situation.

Any such increase would be an equivalent increase within the meaning of section 701, and the employee would then begin a new 52-week or 78-week period required for another periodic within-grade step increase.

Section 803. Subsection (a) of this section authorizes the Commission to establish, in a particular area or location, an entrance rate for a class of positions above the minimum rate of the appropriate grade (up to the middle rate), whenever it finds (1) that a sufficient number of qualified eligibles for positions of that class cannot be secured in that area or location at the existing minimum rate for such class, and (2) that a sufficient number of such eligibles can be secured by increasing the minimum rate. Each such action will expire in 1 year unless expressly renewed.

Subsection (b) provides for revision of the rates established in subsection (a) and requires the Commission to make an annual report to Congress of the actions taken under the authority of the section.

Subsection (c) provides that increases resulting from the establishment of new minimum rates under this section shall not be regarded as an equivalent increase in compensation for the purpose of periodic step increases under section 701 of the bill.

Any new minimum rate established under this section would apply not only to new appointees in the class and area concerned, but also to all present employees in the same class and area.

The purpose of this section is to provide a degree of flexibility with respect to the establishment of entrance rates in a temporary situation where, because of economic conditions, a sufficient number of qualified eligibles for positions of a given class cannot be secured in a given area or locality at the existing minimum rate for such class.

The Commission already possesses an equal authority under section 401 of the Federal Employees Pay Act of 1945. The exercise of this authority, however, depends on the existence of conditions different from those expressed in section 803. One condition of this existing provision of law is that the Commission shall compare the duties and responsibilities of the class in question with those of other classes in the same grade. If such comparison indicates that such action is warranted in order to evaluate properly all the classes in the grade, the entrance rates for certain classes may be established at, for example, the second or third rate of the grade, but not higher than the middle rate. The Commission may also take similar action in order to avoid gross inequities between entrance rates under the Classification Act and entrance rates for positions not under the Classification Act fixed by wage boards at a particular locality and in a particular organization.

Section 803 would replace this authority and make it more practical for use in meeting temporary economic conditions affecting the supply of eligibles for a particular class of positions in a specified area or location.

Section 804: Subsection (a) of this section authorizes the Civil Service Commission to establish schedules of pay differentials for employments in which the employee is inherently exposed in the performance of assigned duties to unusual danger of loss of life, crippling injury, or disabling disease.

Subsection (b) limits such differentials to 50 percent.

Subsection (c) directs the Commission to make a study and report with recommendations to Congress, within 1 year, on a future policy and plan with respect to additional compensation for hazardous employments.

TITLE IX—PERFORMANCE RATING PLANS

Title IX is designed to replace section 9 of the Classification Act of 1923, as amended, dealing with efficiency ratings, which are here termed "performance ratings."

Section 901: Subsection (a) requires that in each department there shall be a performance rating plan for recognizing and appraising the accomplishments of officers and employees to whom the bill applies.

Subsection (b) establishes five legislative standards for such plans:

(1) Each performance rating plan shall be administered as a part of general management operations and shall include the development and use of standards of work performance as a basis of day-by-day operations and also a basis for performance ratings. (2) There shall be periodic consultation between supervisors and employees for the purpose of securing a mutual understanding of standards of work performance and actual performance in relation to such standards, thus improving supervisor-employee relationships. (3) Each performance rating plan shall be consistently applied as a means for promoting the effectiveness of an individual's work and the effectiveness and economy of organization units. (4) There shall be three performance ratings: Satisfactory, corresponding to the present "good" rating; unsatisfactory, which shall be a basis for removal from the position in which unsatisfactory service was rendered; and outstanding, for performance deserving of special commendation. No employee is to be rated unsatisfactory without a prior warning in writing and without a reasonable opportunity to demonstrate satisfactory performance. (5) Employees are given the right to a hearing and a review on the merits of any rating less than satisfactory, within the department where he is employed.

Section 902: This section authorizes and directs the Civil Service Commission to develop and publish standards for the establishment, operation, and revision of performance-rating plans and for the determination of the effectiveness of their administration.

Section 903: This section provides that no rating shall be official for any purpose unless made under a performance-rating plan approved by the Commission as conforming to the standards established under title IX.

Section 904: This section authorizes the Commission to inspect the operation of performance-rating plans to determine the degree of compliance with the standards. If such standards are not being observed, the Commission is to give the Department 3 months' notice, after which it may revoke its approval of the rating plan in use. The plan and any current ratings made thereunder will then become inoperative, and the Department is required to use a performance-rating plan prescribed by the Commission.

Section 905: This section provides for the transfer or reassignment within a Department of any officer or employee having a performance rating of satisfactory or higher to positions for which he is qualified and available. When any such officer or employee is in a position which is surplus, no permanent position for which he is qualified and available may be filled by the appointment, reinstatement, or transfer of an employee from outside the Department.

TITLE X—MANAGEMENT IMPROVEMENT PLAN AND REWARDS

Section 1001: Under regulations issued and administered by the Director of the Bureau of the Budget, each department is required to make systematic reviews, on a continuing basis, of each of its activities, functions, or organization units. Among other things, such reviews are to determine operational efficiency and economy of each activity or unit and identify the supervisors and employees whose personal efforts have caused their units to be outstanding in these respects.

Section 1002: This section sets up the machinery for rewarding such supervisors and employees. The head of the department appoints an efficiency awards committee, which identifies those supervisors and employees whose superior accomplishments have contributed to outstanding efficiency and economy in administration. Subject to the approval of the head of the department, the committee may reward such supervisors and employees either by cash awards or by increases in rates of basic compensation, commensurate with their demonstrated superior accomplishments.

On a group basis, the total of the awards shall not exceed 25 percent of the estimated savings to the Government due to their superior accomplishments.

On an individual basis, the award may not exceed three times the step-increase of the supervisor's or employee's grade.

Any such award takes the place of any reward for superior accomplishment under section 702 of the bill.

Section 1013: This section requires the Bureau of the Budget to maintain control of the program set forth in title X, and to report the results annually to Congress, with such recommendations as it may deem advisable.

TITLE XI—GENERAL PROVISIONS

Section 1101: This section authorizes the Commission to issue regulations and procedural instructions for the administration of the bill.

Section 1102: This section provides for an annual report from the Commission to the President on the pay rates and administration of the bill, and a report by the President to the Congress, based on the Commission's report, with such recommendations as the President may deem advisable.

Section 1103: This section continues provisions of existing law against discriminating, in the administration of the Classification Act, on account of sex, marital status, race, creed, or color.

Section 1104: This section continues provisions of existing law designed to safeguard against possible interferences with the veterans' preference provisions of other laws.

Section 1105: This section specifies effective dates. Generally, the bill is to take effect upon enactment. However, the compensation schedules, the step-increase plans, the pay rules, and the repeal of existing pay laws are to become effective on the first day of the first pay period which begins after the date of enactment.

For positions which are not subject to the Classification Act immediately prior to the enactment of the bill, but to which the bill applies, subsection (b) postpones the effective date to afford opportunity to make the necessary studies of the positions and place them in their

proper classes and grades. The date would be specified by the Commission in each case or group of cases as the necessary work is completed, but would not be later than the first day of the first pay period beginning after 6 months following enactment of the bill.

The last sentence of this subsection safeguards present employees from possible reductions in pay due to their inclusion within the pay scales of the bill. The purpose of this saving clause (which applies to employees coming under the revised Classification Act for the first time) is the same as that of section 604 (b) (11), which applies to employees subject to the Classification Act.

Section 1106: This section provides that references in existing law to the Classification Act of 1923, as amended, shall be construed as references to this bill. References to specific grades of the Classification Act shall be construed as references to the corresponding grades of this bill.

Section 1107: This section is the customary appropriation authorization.

TITLE XII—MISCELLANEOUS PROVISIONS

Section 1201: This section expressly repeals:

(1) The Classification Act of 1923, as amended. This is the original Classification Act, and its various amendments.

(2) Public Resolution of June 7, 1924. This resolution corrected a clerical error in the rates of pay of two of the grades in the original Classification Act. When the rates were comprehensively revised in 1928, this resolution became obsolete.

(3) The Welch Act of May 28, 1928.

Section 1 of this act comprehensively revised the pay schedules of the Classification Act.

The pay schedules of the bill contained in title VI are intended, of course, to supersede the pay schedules of the Welch Act as amended and supplemented.

Section 2 of this act provided for a survey of field positions by the Personnel Classification Board. This survey was reported by the Board to Congress in 1929 and 1931.

Section 3 of this act authorized the departments and agencies to adjust the pay rates of field positions "so far as may be practicable," to correspond with Classification Act rates for positions in the District of Columbia. This authorization was superseded by a similar provision enacted in the Brookhart Act of 1930.

Section 4 of this act excluded from the Classification Act the prevailing-wage or production positions in the Government Printing Office covered by the Kiess Act of June 7, 1924. This exclusion is repeated in section 202 of the bill.

(4) The Brookhart Act of July 3, 1930.

Section 1 of this act revised the pay scales of some of the grades of the Classification Act.

The pay schedules of the bill contained in title VI supersede, of course, any revisions made in 1930 by this act, as supplemented or amended by the Pay Acts of 1945, 1946, and 1948.

Section 2 of this act authorized and directed the departments and agencies to adjust the pay rates of field positions "to correspond, so far as may be practicable," to Classification Act rates. This authorization and direction are existing law, but would be replaced by the provisions of the bill, especially those in titles II, V, and VI.

Section 3 of this act continued the unamended provisions of the Welch Act of May 28, 1928.

Section 4 of this act gave the Personnel Classification Board authority to review, on its own motion, the correctness of its own actions in placing positions in classes and grades in the departmental service (an authority which had been questioned by the General Accounting Office). This authority is paralleled, in the case of the Commission, by section 501 of the bill.

Sections 5 and 6 of this act authorized an appropriation for the Personnel Classification Board; and changed the form of its top organization. These provisions became obsolete in 1932, when the Personnel Classification Board was abolished and its functions and authority transferred to the Commission.

(5) Sections 505, 506, 507, 508, and 509 of the Economy Act of June 30, 1932. Section 505 abolished the Personnel Classification Board and transferred its duties, powers, and functions to the commission. Section 506 dealt with the transfer of the Board's employees to the Commission. Section 507 provided for continuation of the effect of laws and regulations affecting the work of the Board. Section 508 transferred unexpended appropriations. Section 509 established an effective date of October 1, 1932.

This act is the source of the existing authority of the Commission to administer the Classification Act in the departmental service in the District of Columbia. Although the purposes of sections 506, 508, and 509 have been accomplished, sections 505 and 507 are existing law.

These sections are superseded by the provisions of the bill.

(6) Sections 3, 4, 5, and 6 of the Ramspeck Act of November 26, 1940.

Section 3 (a) provided a method whereby, upon survey and report by the Commission and Executive order of the President, the final jurisdiction of the Commission to place positions in classes and grades could be extended to positions in the field service. This subsection of section 3 is existing law (not being utilized) which is entirely superseded by the bill, especially titles II, IV, and V.

Section 3 (b) authorized the President to establish additional classification services and pay schedules. This is existing law, which is and should be superseded by title VI of the bill, which merges three existing services.

Section 3 (c) authorized the President to establish schedules of pay differentials for excessive isolation, hazard, or location outside the States and District of Columbia. Section 804 of the bill deals with this matter in part. Section 207 of the Independent Offices Appropriation Act for 1949, as amended, and Executive Order 10000, September 16, 1948, have already superseded this section so far as employment in foreign countries, Territories, or possessions are concerned.

Section 3 (d) listed groups of positions or agencies to be exempted from the President's authority. All of these—except certain positions in the Customs Service and immigration inspectors—are exempted from the bill by the provisions of section 202.

Section 3 (e) guarded against discrimination on account of race, creed, or color. This provision is continued in section 1103 of the bill.

Section 4 authorized the President to exclude from the Classification Act certain positions or employments for which fixed-grade

schedules are not feasible or appropriate. These are covered as exemptions in section 202 of the bill.

Section 5 provided a transition method of making classifications and fixing pay when the extensions provided by section 3 (a) should take place.

Section 6 repeated the provisions of existing law with respect to safeguarding the veterans' preference rights and preventing possible interference with the civil-service rules respecting promotion. Preservation of veterans' preference rights is covered in section 1104 of the bill. The provision with respect to civil-service promotion rules is no longer necessary in view of rulings of the Comptroller General clearly distinguishing between reclassifying a position and requalifying its incumbent (24 Comp. Gen. 518, Jan. 12, 1945).

Section 7 created boards of review to decide efficiency-rating appeals. This is superseded by the provisions of title IX of the bill.

(7) The Mead-Ramspeck Act of August 1, 1941. This is the original "within-grade salary advancement" or "step-increase" law.

Section 2 of this act provided (a) a plan for periodic salary increases within the employee's grade, and (b) a plan for additional increases for "especially meritorious service." These two step-increase plans were later revised in title IV of the Federal Employees Pay Act of 1945 and are completely superseded by sections 701, 702, 704, and 705 of the bill.

Section 3 of the bill authorized the extension of the uniform efficiency rating system to the field service "as nearly as is practicable." This provision is now superseded by Public Law 581, Seventy-ninth Congress, July 31, 1946.

Section 4 of this act established five rates of pay, instead of the previous three, for each of the two highest levels (without change of minimum or maximum rates of such levels). This revision of the construction of the top pay ranges is, of course, superseded by the pay schedules in title VI of the bill.

Section 5 of this act brought within the Classification Act, certain positions in the Customs Service: verifiers, openers, and packers; guards, inspectors, and station inspectors. These positions would remain under the Position Classification and Pay Act by the provisions of title II.

Section 6 of this act excluded from the Classification Act positions in the Office of the Architect of the Capitol which are "temporary or of uncertain duration." The exception of purely temporary positions or those of uncertain duration is generalized for all departments and agencies in section 202 of the bill.

(8) The second proviso in section 3 of the Legislative Pay Act of 1929. This provision brought the Office of the Architect of the Capitol under the Classification Act. This provision is continued by naming the Office of the Architect of the Capitol as a "department" in section 201 of the bill.

(9) The Custodial Pay Act of August 1, 1942.

Section 1 of this act revised the pay schedules for the first eight grades of the crafts, protective, and custodial service and the first two grades of the subprofessional service. This revision, as later amended and supplemented, is superseded by the new schedules in title VI of the bill.

Section 2 (a) of the act was a facilitating provision making the pay revisions applicable to the field service.

The remainder of section 2 of the act brought customs laborers under the Classification Act pay scales. This would be continued in effect under the provisions of title II of the bill.

Section 3 was intended to be a facilitating provision to place in effect higher grades which were proposed but which were stricken out of the bill before passage. It therefore had no meaning.

(10) Title IV of the Federal Employees Pay Act of 1945.

Section 401 of the Federal Employees Pay Act of 1945 authorized the Commission, under certain circumstances, to establish entrance rates higher than the minimum rate of the appropriate grade, but not higher than the middle rate of the grade. This authority has not been used. On a somewhat different, and more practical basis, a similar authority is granted in section 803 of the bill, in lieu of that provided in section 401 of the 1945 act.

Sections 402, 403, and 404 revised the step-increase plan. These provisions are superseded by those of title VII of the bill.

Section 405 raised the pay scales of the Classification Act. This revision of pay rates was superseded in 1946.

(11) Sections 2 and 12 of the Federal Employees Pay Act of 1946.

Section 2 raised the pay scales of the Classification Act. This revision of pay rates was superseded in 1948.

Section 12 of the act revised the pay scales of grades 9 and 10 of the crafts, protective, and custodial service. This revision was superseded in 1948 and is also, of course, superseded by the crafts, protective, and custodial schedule contained in title VI of the bill.

Section 1202: This is a general repealer. Among other things, its effect is to make sure that the pay scales of the Classification Act, as amended, and as supplemented by the \$330 increase provided by Public Law 900, Eightieth Congress, effective July 11, 1948, are completely replaced by those set forth in title VI of the bill. This law is not repealed in the bill, because it applies to employees not under the bill, particularly in the postal service and in the legislative and judicial branches.

Another purpose of this section is to make sure that the bill repeals existing limitations on salaries of positions coming under the bill, such as collectors of internal revenue and also provisions of prior law fixing specific salaries for individual positions coming under the bill.

ESTIMATED ANNUAL COST OF REVISION OF BASIC PAY SCHEDULES

On an annual basis, the estimated annual cost of the pay schedules is about \$110,000,000. This is made up of the following items:

Grades GS-1 to GS-12 and CPC-1 to CPC-9 (see basic table below)-----	<i>Cost</i> \$105, 840, 550
Grades GS-13 to GS-15 (based on the assumption that these grades would include, respectively, 400, 200, and 100 positions, with an average salary (after any other adjustment) of \$11,000)-----	1, 000, 000
Estimated cost of extending coverage of schedules-----	3, 075, 500
Total-----	¹ 109, 916, 050

¹ This does not include the annual cost of sec. 703. This will vary from \$850,000 initially to a maximum, after 9 years, of \$13,000,000.

Basic table—GS-1 to GS-12 and CPC-1 to CPC-9

	Number of employees	Present aggregate pay	Proposed aggregate pay	Increase		
				Amount	Per cent	Average
General schedule ¹	693,919	\$2,421,985,134	\$2,509,514,540	\$87,529,406	3.6	\$125.24
CPC schedule ¹	101,003	269,780,723	281,029,535	11,248,812	4.2	108.16
District of Columbia municipal government ²	7,598	20,492,237	21,426,943	934,706	4.6	123.02
Library of Congress, Office of the Architect of the Capitol, Botanic Garden, and Administrative Office of U. S. Courts ²	2,557	7,126,795	7,441,357	314,562	4.4	123.02
Outside continental United States ³	47,253	158,413,887	164,226,951	5,813,064	3.7	123.02
Total.....	860,330	2,877,798,776	2,983,639,326	105,840,550	3.7	123.02

¹ Figures are as of July 1, 1948. Includes executive branch in the continental United States, General Accounting Office, and Government Printing Office

² As of March 1948.

³ As of June 1948. Aggregate pay figures estimated

The following agency reports were received on the bill.

The bill (S. 1762) referred to in the agency reports is the same, except for minor changes, as S. 2379.

UNITED STATES CIVIL SERVICE COMMISSION,
Washington, D. C., August 5, 1949.

HON. OLIN D. JOHNSTON,

Chairman, Committee on Post Office and Civil Service,

Senate Office Building, Washington, D. C.

DEAR SENATOR JOHNSTON: Further reference is made to your letter of July 20, 1949, requesting a statement of the Commission's views with respect to S. 1762 (revised) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

S. 1762 originated as a recommendation, May 4, 1949, to the Congress by the Civil Service Commission, with the approval of the President, for a comprehensive revision of the Classification Act of 1923, as amended, except section 9 of that act, dealing with the subject of efficiency ratings. The Commission's bill was introduced in the Senate on the same day, without change, for the consideration of the Senate Post Office and Civil Service Committee. Hearings were held before a subcommittee on May 9, 11, 13, 18, 20, and 25, 1949, on S. 1762 and other classification and pay bills. Witnesses testifying at these hearings included a representative of the Civil Service Commission.

Accordingly, it goes without saying that the Commission approves those provisions of the subcommittee's bill which are like those in the original draft of S. 1762 or which differ from them in only minor respects. This general approval covers titles I, II, III, IV, V, VII, VIII (except new section 804, which we specifically approve below), XI, and XII.

Specific comment by the Commission, therefore, is needed only as to significant differences between S. 1762 as originally recommended by the Commission and as drafted by the subcommittee in Confidential Subcommittee Print No. 2, July 20, 1949.

These significant differences concern titles IX, X, and VI, and section 804. Our comments on them are as follows:

1. The confidential subcommittee print includes a new title IX, "Performance Rating Plans." This is in contrast to the fact that the Commission's draft did not propose to deal with the subject of efficiency ratings or performance ratings. We recommend that this be made a matter of separate legislation.

We take the following position with respect to efficiency ratings:

1. All legal provisions requiring the administration of efficiency rating systems should be repealed.

2. No laws or regulations should require the use of ability and service record ratings as the basis for any personnel action.

3. In lieu thereof there should be established wherever possible methods of measuring ability and service so that agencies which so desire may have a means of determining the performance of employees.

4. Safeguards against possible abuses should be provided through approval of such plans by the Commission.

Although title IX is a marked improvement over existing law, it does not conform fully to the Commission's views. The principal difference is that title IX makes it mandatory for each department to have a performance rating plan, whereas the Commission believes that such plans should be optional with the department.

Another variation from the Commission's views is that the mandatory use of efficiency ratings in reductions of force is continued because of section 12 of the Veterans' Preference Act of 1944 and the provision of section 901 (b) (4) that "satisfactory performance," corresponding to an efficiency rating of "Good," "shall serve as a basis for determining eligibility for any statutory benefits conditioned on an efficiency rating of 'Good'."

We note, however, in title VII that the mandatory use of efficiency ratings in the periodic step-increase plan is discontinued.

In other respects, title IX has a great deal of merit. Instead of requiring rigid uniformity in rating systems, departments and agencies, although required to have a plan, may adopt such rating plans and systems as they find to be desirable for their own administrative purposes, under standards set in the law and by the Civil Service Commission. The performance ratings are not an end in themselves, but must be applied as a means to obtain more important benefits.

The new draft lays deserved emphasis upon broad management uses, as distinguished from specific uses in individual personnel or pay transactions. It stresses the use of performance rating plans in (1) the development and use of standards of work performance, (2) improvement in supervisor-employee relationships through promoting a mutual understanding of standards of work performance and of actual performance in relation to such standards, and (3) promoting the effectiveness and economy of organization units to which both supervisors and employees contribute.

Teamwork is stressed equally with individual work accomplishment, and economy of operation is emphasized in the rating of supervisory and administrative employees.

A minimum of three rating levels is authorized in the new provisions in lieu of the five levels now in use under the present law, and emphasis is placed on the high degree of performance necessary to be rated in the highest level.

Such ratings, however, are not required to be used to determine salary step-increases and salary reductions. A rating of performance as unsatisfactory is to serve as a basis for removal from the position in which the performance was unsatisfactory but the procedure for such removal is not specified. Under the general standards expressed in the law, and those to be provided by the Civil Service Commission, each department and agency can use its rating system for such additional purposes as it finds to be desirable.

Although the new provisions do not continue the present complicated board-of-review system for the consideration of rating appeals, they give substantial protection to the rights of employees. No unsatisfactory rating is permitted unless the employee had had a prior warning in writing, and had also been given a reasonable opportunity to demonstrate satisfactory performance. Furthermore, any employee who has received an unsatisfactory rating is guaranteed the right to a hearing and review of such rating, upon his written request, within his department or agency. Specific provisions are made to insure a full and fair hearing, with the right to have a representative of his own choosing, to present any information he may desire, and to hear or examine, and reply to, any information submitted by others. After the hearing, the employee is entitled to a written decision, and he and his representative may examine the record of the case.

Under title IX, the role of the Civil Service Commission will be broader than under the present law. Instead of reviewing and revising uniform systems, the Commission will develop and publish standards for the establishment, operation, and revision of performance-rating plans, and for the determination of the effectiveness of their administration. Each performance-rating plan must be approved by the Commission as in conformance with its standards before it can be placed in operation. The Commission is given authority to inspect the administration of performance-rating plans in order to ascertain whether they are used as contemplated by the law. In any instance when the Commission finds that a performance-rating plan is not used in accordance with the law and the published

standards, it may revoke its approval of the plan, after due notice. If a new plan is not submitted for the Commission's approval, the department would then be required to install a plan supplied by the Commission.

Although these provisions will not provide any magic solution to the problems of rating the performance of employees, they will enable conscientious administrators and supervisors to deal more realistically with these problems.

Title IX of the revised draft represents considerable progress. As we have indicated, however, we prefer provisions that are even more flexible in respect to the establishment and use of performance-rating plans.

2. The Confidential Subcommittee Print No. 2 includes a new title X, headed "Management Improvement Plan and Rewards."

This is new legislation to provide for a systematic method of achieving greater economy in management.

The Bureau of the Budget, as the leading central agency in the management field, is given the top role in this program. It will issue and administer the regulations. It will also maintain control of the program and make an annual report to the Congress with such recommendations as it may deem advisable.

Under regulations issued by the Bureau of the Budget, each department is required to make systematic reviews of each of its activities, functions, and organization units on a continuing basis, and determine how well they are meeting proper tests of efficiency and economy. Groups that prove to be outstanding by these tests are to be identified for particular commendation.

As a further incentive to efficiency and economy, the individual supervisors and employees who make outstanding contributions through their own superior accomplishments may be given pay rewards up to the equivalent of three salary step increases in their grades. These rewards are to be made by efficiency awards committees in the departments. The total awards to any individual or group of employees may not exceed 25 percent of the savings realized by the superior accomplishments of such individual or group.

Many charges have been made that supervisors engage in "empire building." What is meant is that they try to build up unnecessarily large working staffs in order to enhance the prestige and pay of their own jobs. This practice could not exist under proper management conditions, but the widespread belief that it does happen is a proper basis for preventive measures. If it becomes personally profitable for a supervisor to operate more efficiently and economically, this incentive should bring about better results, and the savings to the Government under the proposed plan would be at least three times the cost of the plan in operation.

In addition to the financial incentives embodied in the proposed plan, the definite declaration by the Congress of its desires for efficiency and economy, in the enactment of pay legislation, should tend to focus greater attention on these objectives throughout the service.

Moreover, the single requirement that departments shall periodically and systematically review their management operations, under the guidance of the Bureau of the Budget, to whom they are required to report, can be expected to prove of considerable value to the departments themselves and to the whole service.

Experience in the administration of the provisions of title X will undoubtedly indicate avenues for improvement. However, the present need is for the introduction of a specific program for increasing efficiency and promoting economy. The proposed provisions should meet this need.

The Commission favors title X.

3. In comparison with the revised Classification Act pay scales originally proposed to Congress by the Commission on May 4, 1949, the changes in Confidential Subcommittee Print No. 2 are as follows:

(1) Grade GS-19, \$16,000 has been eliminated. The ceiling becomes \$15,000. H. R. 1689, the top bracket pay bill, recently passed the House with a floor of \$15,000. Our recommendation for a \$16,000 Classification Act ceiling was predicated on the expectation that the floor of H. R. 1689 would be the same figure. If the floor of H. R. 1689 will not be raised, the change made by the subcommittee is definitely in the interest of coordination. It is recommended, therefore, that the committee take the view that the floor of H. R. 1689 as finally enacted and the ceiling of the Classification Act revision as finally enacted should be the same.

(2) The subcommittee eliminated the statutory grade definitions. We appreciate the necessary closeness with which the distinctions among the numerous grades have to be drawn and the lack of meaning of the various adjectives in the grade definitions when taken by themselves. A predominant reason for elimi-

nating the statutory grade definitions is that the standard prepared and published by the Commission under title VI of the bill serve all purposes which statutory definitions would serve and serve much better. We take the viewpoint that the bill is better without statutory grade definitions but their inclusion would not be, in the opinion of the Commission, a vital defect.

(3) The subcommittee reduced the number of grades compared with those in the Commission's original draft by combining GS-6 with GS-5, GS-8 with GS-7, and GS-10 with GS-9. In the CPC schedule grades 2 and 3 have been combined. These changes reduce the number of grades and the amount of overlapping between salary ranges. Our judgment is that these are the only grades in the schedules that can be merged without giving rise to unsurmountable operating difficulties.

It is to be observed that the disappearing grades GS-6, GS-8, and GS-10 have a very much smaller number of employees than the grades with which they are combined. This is shown in the following list:

Grade	Number of employees	Grade	Number of employees
GS-5-----	67, 574	GS-8-----	13, 172
GS-6-----	29, 208	GS-9-----	53, 942
GS-7-----	65, 939	GS-10-----	6, 937

Special provision has been made so that no present employee would receive a salary cut. This is important in the case of some of the grades where the employees would find themselves above the maximum rate of the merged salary scale. Such employees are given substantially the same increase as employees in the same grade at the next lower rate but their new rates of pay are labeled in the bill as personal to them and are not regularly scheduled rates available for everybody. As based on July 1, 1948, figures, there are 15,744 employees in these out-of-grade categories.

The Commission favors these changes in the interest of simplicity of administration.

(4) The confidential subcommittee print raises the pay scales in the lower grades of the general schedule by \$50 in GS-2, \$100 in GS-3, \$150 in GS-4, \$100 in GS-5, and \$50 in GS-7 above the Commission's original proposal. In the lower grades of the CPC schedule the pay scales are raised by \$60 in CPC-2, \$20 in CPC-4, \$40 in CPC-5, \$80 in CPC-6, and \$80 in CPC-7. Under the bill which the Commission proposed the over-all average increase for 885,000 employees was \$58. The annual increased cost would be about \$51,000,000. Under the subcommittee bill the over-all average increase is \$124 and the increased annual cost is about \$110,000,000.

There is nothing in the size of the average increase or in the size of the cost figure which would lead the Commission to withhold approval of the new scales, and insist upon its own proposal. There is a technical objection to altering the pay scales at the bottom in this manner, because it disturbs the relationships among the various grades somewhat in discordance with relative values of the duties and responsibilities in these grades. At the same time the subcommittee print maintains the floor recommended by the Commission and has very substantially raised the present Classification Act ceiling, so that the compression effect produced by the pay increase laws since 1945 has been largely, although not entirely, relieved.

We appreciate the desire of the Congress to see that the rates in the lower brackets are fair and equitable in the light of current economic conditions. If it is the judgment of the Congress that pay increases in addition to schedule revisions should be enacted into law, the Commission would not object to any reasonable solution such as that arrived at by the Long subcommittee.

If these increases are to be proportioned among the lower grades in the manner indicated, the schedule of the revised bill seems to be the best balanced schedule that can be constructed.

Our viewpoint is in accord with the letter sent by the Bureau of the Budget to the chairman of the Senate Post Office and Civil Service Committee on April 25, 1949, in which the President's opposition to flat pay increases was stated but in which the door was left open for Congress to make upward adjustments within the framework of a revision of the Classification Act.

4. The confidential subcommittee print adds to the Commission's bill a provision (sec. 804) to authorize the Commission to establish schedules of extra pay differentials (not to exceed 50 percent) for employments in which the employee is inherently exposed in the performance of assigned duties to unusual danger of

loss of life, crippling injury, or disabling disease. The same section directs the Commission to study the problem and within a year to report to Congress a future permanent policy and plan with respect to additional compensation for hazardous employments.

We are in favor of this proposal, although we would not object to postponing all official differential schedules for hazardous employments until after Congress has had opportunity to pass upon the Commission's report and recommendations.

The Bureau of the Budget advises there is no objection to the submission of this report.

By direction of the Commission.

Very sincerely,

JAMES M. MITCHELL, *Acting President.*

EXECUTIVE OFFICE OF THE PRESIDENT,
BUREAU OF THE BUDGET,
Washington 25, D. C., August 5, 1949.

Hon. OLIN D. JOHNSTON,
*Chairman, Committee on Post Office and Civil Service,
United States Senate, Washington 25, D. C.*

MY DEAR SENATOR JOHNSTON: Under date of July 20, 1949, you requested the comment of the Bureau of the Budget concerning S. 1762 (revised).

Because the Civil Service Commission is the agency responsible for the administration of the Classification Act of 1923, which S. 1762 (revised) would supersede, the views of that agency regarding the proposals contained in the measure were requested by the Bureau before replying to your request. The Civil Service Commission in its reply stated that your committee also requested a report on the measure from that agency and asked that we consider that report an answer to our request for their views.

In our opinion, the Civil Service Commission's report is an adequate expression of the views of the executive branch on S. 1762 (revised). Therefore the Bureau concurs in the position taken on the measure by that agency.

There are, however, several provisions in S. 1762 (revised) which we believe deserve further comment.

The proposals to authorize the classification of all positions both field and departmental, under the bill, by the departments and agencies under the standards established by the Civil Service Commission and subject to post audit by that agency, represent a major step forward in the administration of the Federal classification system. These proposals should speed up the classification of positions in the departments and agencies and at the same time make possible a much broader coverage of the service by the Civil Service Commission through its post-audit procedures. In addition, the extension to the field service of all provisions of the classification system should bring about greater consistency in pay policy and administration in the Federal service. The proposal in the bill to consolidate three services into one will simplify the pay system and the work of the people concerned with its administration.

One further proposal in the bill on which we should like to make specific comment is that made in title X—Management Improvement Plan and Rewards. While the proposals made in this title were not made by the executive branch when the draft of legislation, which became S. 1762, was transmitted, should the Congress believe that such a system of management review and rewards should be established, we believe that it will assist in securing improvement in the management of the departments and agencies. Should this provision become law we will do our utmost to secure the greatest possible benefits from it. As you undoubtedly are aware, the President, on July 29, issued Executive Order 10072 in which we asked that the departments and agencies cooperate with the Bureau of the Budget in an agency management improvement program. Should S. 1762 be enacted by the Congress, the management improvement and reward provisions will, we believe, complement the President's program of agency management improvement.

With reference to the reward provisions of title X, we believe that the fact that they offer additional incentives to all employees, not only the supervisors, to work toward the improvement of management in the Government service, makes these provisions superior in many respects to our present law authorizing cash awards for employee suggestions for improving our methods. This is true in one major

respect, namely, that it provides that rewards may be given to all persons whose efforts are responsible for the exceptionally efficient performance of a working team

As you are aware, the draft bill recommended to the committee by the Civil Service Commission and approved by the President, which was introduced as S. 1762, was not intended as a salary increase measure. The proposals recommended in the draft bill for a revision in the salary schedule would have resulted in an average increase of approximately \$50 to \$60 in the salaries paid under the Classification Act of 1923 as amended. It was estimated that the cost of this revision would be \$51,000,000 annually. The rates proposed by S. 1762 (revised) will result in an average increase of \$124 and would cost \$110,000,000. You will recall that in this connection we advised you under date of April 25, 1949, as follows:

"Under the circumstances, it would appear that if the Congress is desirous of making any general upward adjustment of salaries paid under the Classification Act and postal pay acts, such adjustments should be made only after a thorough study of the need and justification for further pay increases.

"After making its study of the matter, should Congress in its judgment determine that further increases are warranted in the salaries paid under the Classification Act and the postal pay acts, any increases in the Classification Act salary scales should be made within the framework of a revision of that act; and any increases in postal pay scales should be made in the light of the action taken to increase salaries under the Classification Act and the other statutes governing the pay of Federal employees."

Under these circumstances, I have been authorized to advise you that S. 1762 (revised) is in accord with the program of the President

Very truly yours,

FRANK PACE, Jr., *Director.* *fs DR*

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81ST CONGRESS
1ST SESSION

S. 2379

[Report No. 847]

IN THE SENATE OF THE UNITED STATES

AUGUST 4 (legislative day, JUNE 2), 1949.

Mr. LONG introduced the following bill; which was read twice and referred to the Committee on Post Office and Civil Service

AUGUST 5 (legislative day, JUNE 2), 1949

Reported by Mr. LONG, without amendment

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the "Position-Classification
4 and Pay Act of 1949".

5 TITLE I—DECLARATION OF POLICY

6 SEC. 101. It is the purpose of this Act to provide a
7 plan for classification of positions and for rates of basic
8 compensation whereby—

(1) in determining the rate of basic compensation which an officer or employee shall receive, (A) the principle of equal pay for substantially equal work shall be followed, and (B) variations in rates of basic compensation paid to different officers and employees shall be in proportion to substantial differences in the difficulty, responsibility, and qualification requirements of the work performed and to the contributions of officers and employees to efficiency and economy in the service; and

(2) individual positions shall, in accordance with their duties, responsibilities, and qualification requirements, be so grouped and identified by classes and grades, as defined in section 301, and the various classes shall be so described in published standards, as provided for in title IV, that the resulting position-classification system can be used in all phases of personnel administration.

TITLE II—COVERAGE AND EXEMPTIONS

SEC. 201. (a) For the purposes of this Act, the term “department” includes (1) the executive departments; (2) the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States; (3) the Administrative Office of the United States Courts; (4) the Library of Congress; (5) the

1 Botanic Garden; (6) the Government Printing Office;
2 (7) the General Accounting Office; (8) the Office of the
3 Architect of the Capitol; and (9) the municipal government
4 of the District of Columbia.

5 (b) Subject to the exemptions specified in section 202,
6 this Act shall apply to all civilian positions, officers, and
7 employees in or under the departments.

8 SEC. 202. This Act shall not apply to—

9 (1) the field service of the Post Office Department,
10 for which the salary rates are fixed by Public Law
11 134, Seventy-ninth Congress, approved July 6, 1945,
12 as amended and supplemented;

13 (2) the Foreign Service of the United States under
14 the Department of State, for which the salary rates are
15 fixed by the Foreign Service Act of 1946, as supple-
16 mented by Public Law 160, Eighty-first Congress, ap-
17 proved July 6, 1949;

18 (3) physicians, dentists, nurses, and other em-
19 ployees in the Department of Medicine and Surgery in
20 the Veterans' Administration, whose compensation is
21 fixed under Public Law 293, Seventy-ninth Congress,
22 approved January 3, 1946;

23 (4) teachers, school officers, and employees of the
24 Board of Education of the District of Columbia, whose
25 compensation is fixed under the District of Columbia

1 Teachers' Salary Act of 1947, as supplemented by Pub-
2 lic Law 151, Eighty-first Congress, approved June 30,
3 1949;

4 (5) officers and members of the Metropolitan
5 Police, the Fire Department of the District of Columbia,
6 the United States Park Police, and the White House
7 Police;

8 (6) lighthouse keepers and civilian employees on
9 lightships and vessels of the Coast Guard, whose com-
10 pensation is fixed under Public Law 143, Eighty-first
11 Congress, approved June 29, 1949;

12 (7) positions and employees in recognized trades
13 or crafts, or other skilled mechanical crafts, or in un-
14 skilled, semiskilled, or skilled manual-labor occupations
15 (except such employees in positions to which the Classi-
16 fication Act of 1923, as amended, now applies, the duties
17 of which involve the maintenance and operation of pub-
18 lic buildings and associated equipment or the perform-
19 ance of work in scientific or engineering laboratories as
20 aides to scientists or engineers), and employees in the
21 Bureau of Engraving and Printing the duties of whom
22 are to perform or to direct manual or machine opera-
23 tions requiring special skill or experience, or to per-
24 form or direct the counting, examining, sorting, or other

1 verification of the product of manual or machine
2 operations;

3 (8) officers and members of crews of vessels,
4 whose compensation shall be fixed and adjusted from
5 time to time as nearly as is consistent with the public
6 interest in accordance with prevailing rates and practices
7 in the maritime industry;

8 (9) employees of the Government Printing Office
9 whose compensation is fixed under Public, Numbered
10 276, Sixty-eight Congress, approved June 7, 1924;

11 (10) civilian professors, lecturers, and instructors
12 at the Naval War College and the Naval Academy
13 whose compensation is fixed under Public Law 604,
14 Seventy-ninth Congress; senior professors, professors,
15 associate and assistant professors, and instructors at the
16 Naval Postgraduate School whose compensation is fixed
17 under Public Law 303, Eightieth Congress; and the
18 Academic Dean of the Postgraduate School of the Naval
19 Academy whose compensation is fixed under Public Law
20 402, Seventy-ninth Congress;

21 (11) aliens or persons not citizens of the United
22 States who occupy positions outside the several States
23 and the District of Columbia;

24 (12) the Tennessee Valley Authority;

(13) the Inland Waterways Corporation;

(14) the Alaska Railroad;

(15) the Virgin Islands Corporation;

(16) the Central Intelligence Agency;

(17) employees who serve without compensation or at nominal rates of compensation;

(18) employees none or only part of whose compensation is paid from appropriated funds of the United States: *Provided*, That with respect to the Veterans' Canteen Service in the Veterans' Administration, the provisions of this paragraph shall be applicable only to those positions which are exempt from the Classification Act of 1923, as amended, pursuant to Public Law 636, Seventy-ninth Congress, approved August 7, 1946, as amended;

(19) employees whose compensation is fixed under a cooperative agreement between the United States and (A) a State, Territory, or possession of the United States, or political subdivision thereof, or (B) a person or organization outside the service of the Federal Government;

(20) student nurses, medical or dental interns, residents-in-training, student dietitians, student physical therapists, student occupational therapists, and other student employees, assigned or attached to a hospital,

1 clinic, or laboratory primarily for training purposes,
2 whose compensation is fixed under Public Law 330,
3 Eightieth Congress, approved August 4, 1947, or section
4 14 (b) of Public Law 293, Seventy-ninth Congress,
5 approved January 3, 1946, as amended by Public Law
6 722, Eightieth Congress, approved June 19, 1948;

7 (21) inmates, patients, or beneficiaries receiving
8 care or treatment or living in Government agencies or
9 institutions;

10 (22) experts or consultants, when employed tempo-
11 rarily or intermittently in accordance with section 15
12 of Public Law 600, Seventy-ninth Congress, approved
13 August 2, 1946;

14 (23) emergency or seasonal employees occupying
15 positions of uncertain or purely temporary duration, or
16 who are employed for brief periods at intervals;

17 (24) persons employed on a fee, contract, or piece-
18 work basis;

19 (25) persons who may lawfully perform their duties
20 concurrently with their private profession, business, or
21 other employment, and whose duties require only a por-
22 tion of their time, where it is impracticable to ascertain
23 or anticipate the proportion of time devoted to the service
24 of the Federal Government;

25 (26) positions for which rates of basic compensa-

tion are individually fixed, or expressly authorized to be fixed, by any other law, at or in excess of the regular maximum rate of the highest grade established by this Act.

SEC. 203. The Civil Service Commission, hereinafter referred to as the "Commission", is authorized and directed to determine finally the applicability of sections 201 and 202 to specific positions, officers, and employees.

TITLE III—BASIS FOR CLASSIFYING POSITIONS

SEC. 301. For the purposes of this Act, the term—

(1) "position" means the work, consisting of the duties and responsibilities, assignable to an officer or employee;

(2) "class" or "class of positions" includes all positions which are sufficiently similar, as to (A) kind or subject matter of work, (B) level of difficulty and responsibility, and (C) the qualification requirements of the work, to warrant similar treatment in personnel and pay administration; and

(3) "grade" includes all classes of positions which (although different with respect to kind or subject matter of work) are sufficiently equivalent as to (A) level of difficulty and responsibility, and (B) level of

1 qualification requirements of the work, to warrant the
2 inclusion of such classes of positions within one range
3 of rates of basic compensation, as specified in title VI.

4 SEC. 302. (a) Each position shall be placed in its ap-
5 propriate class. The basis for determining the class in
6 which each position shall be placed shall be the duties and
7 responsibilities of such position and the qualifications re-
8 quired by such duties and responsibilities.

9 (b) Each class shall be placed in its appropriate grade.
10 The basis for determining the grade in which each class shall
11 be placed shall be the level of difficulty, responsibility, and
12 qualification requirements of the work of such class.

13 SEC. 303. No appropriated funds shall be used to pay
14 the compensation of any officer or employee who places a
15 supervisory position in a class and grade solely on the basis
16 of the size of the group, section, bureau, or other organiza-
17 tion unit or the number of subordinates supervised. Such
18 factors may be given effect only to the extent warranted by
19 the work load of the organization unit and then only in
20 combination with other factors, such as the kind, difficulty,
21 and complexity of work supervised, the degree and scope of
22 responsibility delegated to the supervisor, and the kind, de-
23 gree, and character of the supervision actually exercised.

1 TITLE IV—PREPARATION AND PUBLICATION
2 OF STANDARDS

3 SEC. 401. (a) The Commission, after consultation with
4 the departments, shall prepare standards for placing positions
5 in their proper classes and grades. The Commission is au-
6 thorized to make such inquiries or investigations of the duties,
7 responsibilities, and qualification requirements of positions
8 as it deems necessary for this purpose. In such standards
9 the Commission shall (1) define the various classes of posi-
10 tions that exist in the service in terms of duties, responsi-
11 bilities, and qualification requirements; (2) establish the
12 official class titles; and (3) set forth the grades in which
13 such classes have been placed by the Commission. At the
14 request of the Commission, the departments shall furnish in-
15 formation for and cooperate in the preparation of such stand-
16 ards. Such standards shall be published in such form as the
17 Commission may determine.

18 (b) The Commission shall keep such standards up to
19 date. From time to time, after consultation with the depart-
20 ments to the extent deemed necessary by the Commission, it
21 may revise, supplement, or abolish existing standards, or
22 prepare new standards, so that, as nearly as may be practi-
23 cable, positions existing at any given time within the service
24 will be covered by current published standards.

25 (c) The official class titles so established shall be used

1 for personnel, budget, and fiscal purposes, but this require-
2 ment shall not prevent the use of organizational or other
3 titles for internal administration, public convenience, law
4 enforcement, or similar purposes.

5 TITLE V—AUTHORITY AND PROCEDURE

6 SEC. 501. (a) Notwithstanding section 502, the Com-
7 mission shall have authority, which may be exercised at
8 any time in its discretion, to—

9 (1) ascertain currently the facts as to the duties,
10 responsibilities, and qualification requirements of any
11 position;

12 (2) place in an appropriate class and grade any
13 newly created position or any position coming initially
14 under this Act;

15 (3) decide whether any position is in its appro-
16 priate class and grade; and

17 (4) change any position from one class or grade
18 to another class or grade whenever the facts warrant.

19 The Commission shall certify to the department concerned
20 action taken by the Commission under paragraph (2) or
21 (4). The department shall take action in accordance with
22 such certificate, and such certificate shall be binding on all
23 administrative, certifying, pay roll, disbursing, and account-
24 ing officers of the Government.

25 (b) Any employee or employees (including any officer

1 or officers) affected or any department may request at any
2 time that the Commission exercise the authority granted to it
3 under subsection (a) and the Commission shall act upon
4 such request.

5 SEC. 502. (a) Except as otherwise provided in this
6 title, each department shall place each position under its
7 jurisdiction to which this Act applies in its appropriate
8 class and grade in conformance with standards published
9 by the Commission or, if no published standards directly
10 apply, consistently with published standards. A department
11 may, whenever the facts warrant, change any position which
12 it has placed in a class or grade under this subsection from
13 such class or grade to another class or grade. Such actions
14 of the departments shall be the basis for the payment of
15 compensation and for personnel transactions until changed
16 by certificate of the Commission.

17 (b) The Commission shall, from time to time, review
18 such number of positions in each department as will enable
19 the Commission to determine whether such department is
20 placing positions in classes and grades in conformance with
21 or consistently with published standards.

22 SEC. 503. Whenever the Commission finds under sec-
23 tion 502 (b) that a position to which this Act applies is not
24 placed in its proper class and grade in conformance with
25 published standards or that positions for which no standards

1 have been published are not placed in classes and grades
2 consistently with published standards, it shall, after consul-
3 tation with appropriate officers or employees of the depart-
4 ment concerned, place each such position in its appropriate
5 class and grade and shall certify such action to the depart-
6 ment. The department shall take action in accordance with
7 such certificate, and such certificate shall be binding on
8 all administrative, certifying, pay roll, disbursing, and ac-
9 counting officers of the Government.

10 SEC. 504. (a) Whenever the Commission finds that
11 any department is not placing positions in classes and grades
12 in conformance with or consistently with published standards,
13 it may revoke or suspend in whole or in part the authority
14 granted to the department under section 502 and require
15 that prior approval of the Commission be secured before an
16 action placing a position in a class and grade becomes effec-
17 tive for pay roll and other personnel purposes. Such revoca-
18 tions or suspensions may be limited in the discretion of the
19 Commission, to (1) the departmental or field service, or any
20 part thereof; (2) any geographic area; (3) any organiza-
21 tion unit or group of organization units; (4) certain types
22 of classification actions; (5) classes in particular occupa-
23 tional groups or grades; or (6) classes for which standards
24 have not been published.

25 (b) After all or part of the authority of the department

1 has been revoked or suspended, the Commission may at any
2 time restore such authority to the extent that it is satisfied
3 that subsequent actions placing positions in classes and grades
4 will be taken in conformance with or consistently with pub-
5 lished standards.

6 SEC. 505. No position shall be placed in grade 13, 14,
7 or 15 of the General Schedule except by action of, or after
8 prior approval by, the Commission.

9 SEC. 506. The Commission may (1) prescribe the
10 form in which each department shall record the duties and
11 responsibilities of positions to which this Act applies and
12 the places where such records shall be maintained, (2)
13 examine these or any other pertinent records of the depart-
14 ment, and (3) interview any officers or employees of the
15 department who have knowledge of the duties and responsi-
16 bilities of such positions and information as to the reasons
17 for placing a position in any class and grade.

18 TITLE VI—BASIC COMPENSATION SCHEDULES

19 SEC. 601. There are hereby established the following
20 basic compensation schedules for positions to which this Act
21 applies:

22 (1) A “General Schedule”, the symbol for which
23 shall be “GS”, in lieu of the professional and scientific
24 service, the clerical, administrative, and fiscal service,

and the subprofessional service specified in section 13 of the Classification Act of 1923, as amended; and

(2) A "Crafts, Protective, and Custodial Schedule", the symbol for which shall be "CPC", in lieu of the crafts, protective, and custodial service specified in such section.

SEC. 602. (a) The General Schedule shall be divided into fifteen grades of difficulty and responsibility of work.

(b) The Crafts, Protective, and Custodial Schedule shall be divided into nine grades of difficulty and responsibility of work.

SEC. 603. (a) Except as provided in subsection (c) (2), the rates of basic compensation with respect to officers, employees, and positions to which this Act applies shall be in accordance with the schedules of per annum rates contained in subsections (b) and (c) (1).

(b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates						
GS-1 -----	\$2, 100	\$2, 180	\$2, 260	\$2, 340	\$2, 420	\$2, 500	\$2, 580
GS-2 -----	\$2, 350	\$2, 430	\$2, 510	\$2, 590	\$2, 670	\$2, 750	\$2, 830
GS-3 -----	\$2, 600	\$2, 680	\$2, 760	\$2, 840	\$2, 920	\$3, 000	\$3, 080
GS-4 -----	\$2, 900	\$2, 980	\$3, 060	\$3, 140	\$3, 220	\$3, 300	\$3, 380
GS-5 -----	\$3, 100	\$3, 225	\$3, 350	\$3, 475	\$3, 600	\$3, 725	\$3, 850
GS-6 -----	\$3, 850	\$3, 975	\$4, 100	\$4, 225	\$4, 350	\$4, 475	\$4, 600
GS-7 -----	\$4, 600	\$4, 725	\$4, 850	\$4, 975	\$5, 100	\$5, 225	\$5, 350
GS-8 -----	\$5, 400	\$5, 650	\$5, 900	\$6, 150	\$6, 400		
GS-9 -----	\$6, 400	\$6, 650	\$6, 900	\$7, 150	\$7, 400		
GS-10 -----	\$7, 600	\$7, 850	\$8, 100	\$8, 350	\$8, 600		
GS-11 -----	\$8, 800	\$9, 050	\$9, 300	\$9, 550	\$9, 800		
GS-12 -----	\$10, 000	\$10, 500	\$11, 000				
GS-13 -----	\$11, 500	\$12, 000	\$12, 500				
GS-14 -----	\$13, 000	\$13, 500	\$14, 000				
GS-15 -----	\$15, 000						

- 1 (c) (1) The compensation schedule for the Crafts,
 2 Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates						
CPC-1-----	\$1,410	\$1,470	\$1,530	\$1,590	\$1,650	\$1,710	\$1,770
CPC-2-----	\$2,080	\$2,150	\$2,220	\$2,290	\$2,360	\$2,430	\$2,500
CPC-3-----	\$2,420	\$2,500	\$2,580	\$2,660	\$2,740	\$2,820	\$2,900
CPC-4-----	\$2,680	\$2,760	\$2,840	\$2,920	\$3,000	\$3,080	\$3,160
CPC-5-----	\$2,960	\$3,040	\$3,120	\$3,200	\$3,280	\$3,360	\$3,440
CPC-6-----	\$3,180	\$3,280	\$3,380	\$3,480	\$3,580	\$3,680	\$3,780
CPC-7-----	\$3,400	\$3,525	\$3,650	\$3,775	\$3,900	\$4,025	\$4,150
CPC-8-----	\$3,775	\$3,900	\$4,025	\$4,150	\$4,275	\$4,400	\$4,525
CPC-9-----	\$4,150	\$4,275	\$4,400	\$4,525	\$4,650	\$4,775	\$4,900

- 3 (2) Charwomen working part time shall be paid at the
 4 rate of \$1.13 per hour, and head charwomen working part
 5 time at the rate of \$1.18 per hour.

- 6 (d) Whenever payment is made on the basis of a
 7 daily, hourly, weekly, or monthly rate, such rate shall be
 8 computed from the appropriate annual rate specified in sub-
 9 section (b) or (c) by the method prescribed in section 604
 10 (d) of the Federal Employees Pay Act of 1945.

- 11 SEC. 604. (a) For the purpose of making initial ad-
 12 justments to the classification grades provided in this Act,
 13 positions which are required to be compensated in accordance
 14 with this Act and which were immediately prior to the effec-
 15 tive date of this title in the professional and scientific service,
 16 the subprofessional service, the clerical, administrative, and
 17 fiscal service, or the crafts, protective, and custodial service of
 18 the Classification Act of 1923, as amended, are hereby allo-

1 cated to corresponding grades of the General Schedule or the
 2 Crafts, Protective, and Custodial Schedule as set forth below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General Schedule	Crafts, Protective, and Custodial Schedule
	1			GS-1	
	2	1		GS-1	
	3	2		GS-2	
	4	3		GS-3	
	5	4		GS-4	
1	6	5		GS-5	
	7	6		GS-5	
2	8	7		GS-6	
		8		GS-6	
3		9		GS-7	
		10		GS-7	
4		11		GS-8	
5		12		GS-9	
6		13		GS-10	
7		14		GS-11	
8		15		GS-12	
			1		CPC-1
			2		CPC-2
			3		CPC-2
			4		CPC-3
			5		CPC-4
			6		CPC-5
			7		CPC-6
			8		CPC-7
			9		CPC-8
			10		CPC-9

3 (b) The rates of basic compensation of officers and em-
 4 ployees to whom this Act applies shall be initially adjusted
 5 as follows:

6 (1) In all cases where the number of pay rates within

1 a grade specified in this Act is the same as in the correspond-
2 ing grade of the Classification Act of 1923, as amended,
3 employees shall have the same relative pay rate of the new
4 grade, except as provided in paragraphs (2), (3), (4),
5 (5), (6), and (11) of this subsection.

6 (2) Employees in grade 1 of the subprofessional serv-
7 ice immediately prior to the effective date of this title, at the
8 first, second, third, fourth, fifth, sixth, and seventh rate shall
9 have the first, first, second, third, fourth, fifth, and sixth
10 rate, respectively, of grade 1 of the General Schedule.

11 (3) Employees in grade 2 of the subprofessional service
12 immediately prior to the effective date of this title, at the
13 first, second, third, fourth, fifth, sixth, and seventh rate
14 shall have the second, third, fourth, fifth, sixth, seventh, and
15 seventh rate, respectively, of grade 1 of the General Schedule.

16 (4) Employees in grade 7 of the subprofessional serv-
17 ice and grade 6 of the clerical, administrative, and fiscal
18 service immediately prior to the effective date of this title,
19 at the first, second, third, and fourth rate shall have the
20 fourth, fifth, sixth, and seventh rate, respectively, of grade 5
21 of the General Schedule. Employees in these grades im-
22 mediately prior to the effective date of this title, at the fifth,
23 sixth, and seventh rate shall have such rate initially adjusted
24 to \$3,975, \$4,100, and \$4,225, respectively.

(5) Employees in grade 8 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, and fourth rate shall have the fourth, fifth, sixth, and seventh rate, respectively, of grade 6 of the General Schedule. Employees in this grade immediately prior to the effective date of this title, at the fifth, sixth, and seventh rate shall have such rate initially adjusted to \$4,725, \$4,850, and \$4,975, respectively.

(6) Employees in grade 10 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, and fourth rate shall have the fourth, fifth, sixth, and seventh rate, respectively, of grade 7 of the General Schedule. Employees in this grade immediately prior to the effective date of this title, at the fifth, sixth, and seventh rate shall have such rate initially adjusted to \$5,475, \$5,600, and \$5,725, respectively.

(7) Employees in grade 1 of the crafts, protective, and custodial service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, third, fourth, sixth, and seventh rate, respectively, of grade 1 of the Crafts, Protective, and Custodial Schedule.

(8) Employees in grade 2 of the crafts, protective, and custodial service immediately prior to the effective date of

1 this title, shall have the same relative pay rate of the first six
2 rates, respectively, of grade 2 of the Crafts, Protective, and
3 Custodial Schedule.

4 (9) Employees in grade 3 of the crafts, protective, and
5 custodial service immediately prior to the effective date of
6 this title, at the first, second, third, fourth, and fifth rate
7 shall have the third, fourth, fifth, sixth, and seventh rate,
8 respectively, of grade 2 of the Crafts, Protective, and Cus-
9 todial Schedule. Employees in this grade immediately prior
10 to the effective date of this title, at the sixth rate shall have
11 such rate initially adjusted to \$2,570.

12 (10) Employees in grade 8 of the professional and
13 scientific service and grade 15 of the clerical, administrative,
14 and fiscal service immediately prior to the effective date of
15 this title, at the first and second rate of the grade shall have
16 the second and third rate, respectively, of grade 12 of the
17 General Schedule.

18 (11) Employees receiving a rate of basic compensa-
19 tion immediately prior to the effective date of this title, in
20 excess of the appropriate new rate of the grade as determined
21 under paragraph (1) to (10), inclusive, may continue to
22 receive such rate so long as they remain in the same position
23 and grade, but, when any such position becomes vacant,
24 the rate of basic compensation of any subsequent appointee
25 shall be fixed in accordance with this Act.

1 SEC. 605. Each of the rates, \$3,975, \$4,100, and
2 \$4,225 in grade 5 of the General Schedule, \$4,725,
3 \$4,850, and \$4,975 in grade 6 of the General Schedule,
4 \$5,475, \$5,600, and \$5,725 in grade 7 of the General
5 Schedule, and \$2,570 in grade 2 of the Crafts, Protective,
6 and Custodial Schedule, is authorized to be paid only to
7 those employees whose existing compensation is initially
8 adjusted to that rate under section 604 (b).

9 SEC. 606. Any increase in rate of basic compensation
10 by reason of the enactment of this title shall not be regarded
11 as an "equivalent increase" in compensation within the mean-
12 ing of section 701.

13 TITLE VII—STEP INCREASES

14 SEC. 701. Each officer or employee compensated on a
15 per annum basis, and occupying a permanent position
16 within the scope of the compensation schedules fixed by this
17 Act, who has not attained the maximum rate of compensa-
18 tion for the grade in which his position is placed, shall be
19 advanced in compensation successively to the next higher
20 rate within the grade at the beginning of the next pay period
21 following the completion of (1) each fifty-two calendar
22 weeks of service if his position is in a grade in which the
23 step increases are less than \$200, or (2) each seventy-
24 eight calendar weeks of service if his position is in a grade

1 in which the step increases are \$200 or more, subject to
2 the following conditions:

3 (A) That no equivalent increase in compensation from
4 any cause was received during such period, except increase
5 made pursuant to section 702 or 1002;

6 (B) That the service and conduct of such officer or
7 employee are certified by the department as being satisfac-
8 tory; and

9 (C) That the benefit of successive step increases shall
10 be preserved, under regulations issued by the Commission,
11 for officers and employees whose continuous service is in-
12 terrupted in the public interest by service with the armed
13 forces or by service in essential non-Government civilian
14 employment during a period of war or national emergency.

15 SEC. 702. Within the limit of available appropriations
16 and in accordance with standards promulgated by the Com-
17 mission, each department is authorized, subject to prior ap-
18 proval by the Commission (except as provided in section
19 704), to make additional step increases as a reward for
20 superior accomplishment, but no officer or employee shall be
21 eligible for more than one such additional step increase within
22 each of the time periods specified in section 701.

23 SEC. 703. (a) Subject to subsection (b), within the
24 limit of available appropriations, and in accordance with

1 standards promulgated by the Commission, each department
2 is authorized, subject to prior approval by the Commission
3 (except as provided in section 704), to make additional step
4 increases as a reward for meritorious service to an officer or
5 employee beyond the maximum rate of the grade (except
6 grade 15 of the General Schedule) in which his position is
7 placed.

8 (b) (1) For each such additional step increase the
9 officer or employee shall have completed three years of con-
10 tinuous service at such maximum rate or at a rate in excess
11 thereof authorized by this section without change of grade
12 or rate of basic compensation except such change as may be
13 prescribed by any provision of law of general application.

14 (2) No officer or employee shall receive an additional
15 step increase under this section unless his current service and
16 conduct are certified by his department as being meritorious.

17 (3) The officer or employee shall have had, in the
18 aggregate, not less than ten years of service in the position
19 which he then occupies, or in positions of equivalent or
20 higher class or grade.

21 (4) Each such additional step increase shall be equal
22 to the largest step between any two consecutive rates of the
23 grade in which the position of the officer or employee is
24 placed.

1 (5) No officer or employee shall receive more than one
2 such additional step increase for any three years of contin-
3 uous service.

4 (6) In no event shall any officer or employee, by
5 reason of this section, receive a rate of basic compensation
6 which is more than three step-increases above the scheduled
7 maximum rate of his grade.

8 (7) The performance of an officer or employee who is
9 receiving an additional step increase under this section shall
10 be reviewed annually, and if this review reflects a failure to
11 render meritorious service his rate of basic compensation
12 shall revert to the rate which he received immediately prior
13 to his last additional step increase under this section.

14 (c) When an officer or employee, receiving basic com-
15 pensation at a rate in excess of the maximum scheduled rate
16 for his grade under paragraph (4), (5), (6), (9), or (11)
17 of section 604 (b), or any other provision of law, is eligible
18 for his first additional step increase beyond the maximum rate
19 of such grade he shall—

20 (1) receive total basic compensation which is equal
21 to the basic compensation at the maximum scheduled
22 rate for his grade plus such first additional step increase,
23 or

24 (2) continue to receive compensation at such rate in
25 excess of the maximum scheduled rate for his grade, if

1 the compensation at such rate is higher than the total
2 basic compensation specified in paragraph (1).

3 In case any such officer or employee receiving compensation
4 under paragraph (2) is eligible for a subsequent successive
5 additional step increase under section 703, he shall—

6 (A) receive the same total basic compensation
7 which he would be entitled to receive after such sub-
8 sequent additional step increase, if his total basic com-
9 pensation had, at the time he was eligible for his first
10 additional step increase under section 703, been deter-
11 mined under paragraph (1), or

12 (B) continue to receive compensation under para-
13 graph (2) if such compensation is higher than the total
14 basic compensation specified in paragraph (A).

15 SEC. 704. (a) The Commission is authorized to delegate
16 to any department the authority to make the additional step
17 increases provided for in sections 702 and 703, without
18 prior approval in individual cases by the Commission. The
19 Commission may withdraw or suspend such authority when-
20 ever review of such actions by the Commission indicates that
21 standards promulgated by the Commission have not been
22 observed, and may restore such authority whenever it is
23 satisfied that subsequent actions will be taken in conform-
24 ance with such standards.

25 (b) Each department shall report to the Commission

1 all actions taken under sections 702 and 703, together with
2 the reasons therefor. The Commission shall submit an
3 annual report to Congress covering the numbers and types
4 of action taken under these sections.

5 SEC. 705. In computing length of service for the pur-
6 poses of this title, service immediately preceding the effective
7 date of this title shall be counted toward (1) one step in-
8 crease under section 701 and one additional step increase
9 under section 702, or (2) additional step increases under
10 section 703, as the case may be.

11 SEC. 706. This title shall not apply to the compensation
12 of persons appointed by the President, by and with the
13 advice and consent of the Senate.

14 TITLE VIII—GENERAL COMPENSATION RULES

15 SEC. 801. All new appointments shall be made at the
16 minimum rate of the appropriate grade or class.

17 SEC. 802. (a) The rate of basic compensation to be
18 received by any officer or employee to whom this Act applies
19 shall be governed by regulations issued by the Commission
20 in conformity with this Act when—

21 (1) he is transferred from a position to which this
22 Act does not apply;

23 (2) he is transferred from any position to which
24 this Act applies to another such position;

1 (3) he is demoted to a position in a lower class
2 or grade;

3 (4) he is reinstated, reappointed, or reemployed;

4 (5) his type of appointment is changed;

5 (6) his employment status is otherwise changed; or

6 (7) his position is changed from one class or grade
7 to another class or grade.

8 (b) Any officer or employee who is promoted or trans-
9 ferred to a position in a higher class or grade shall receive
10 basic compensation at the lowest rate of the higher class
11 or grade which is at least one step increase above his existing
12 rate of basic compensation. If, in the case of any officer
13 or employee so promoted or transferred who is receiving
14 (1) one or more additional step increases under section
15 703, or (2) basic compensation at a rate in excess of the
16 maximum scheduled rate for his grade under paragraph (4),
17 (5), (6), (9), or (11) of section 604 (b), or any other
18 provision of law, there is no rate in such higher class or
19 grade which is at least one step increase above his existing
20 rate of basic compensation, he shall receive (A) the maxi-
21 mum scheduled rate of such higher grade, or (B) his existing
22 rate of basic compensation, whichever rate is the higher.

23 SEC. 803. (a) Whenever the Commission shall find
24 (1) that a sufficient number of qualified eligibles for posi-

1 tions in a given class cannot be secured in one or more areas
2 or locations at the existing minimum rate for such class, and
3 (2) that a sufficient number of such eligibles can be secured
4 by increasing the minimum rate for such class in such areas
5 or locations to a rate not higher than the middle rate of the
6 grade in which such class is placed, the Commission may, by
7 regulation, establish such higher rate as the minimum rate
8 for that class in each area or location concerned. Each such
9 regulation shall specify the date, not more than one year
10 from the date of issuance, when it shall cease to be effective
11 unless extended by another such regulation.

12 (b) Minimum rates established under subsection (a)
13 shall be duly published by regulation and, subject to subsec-
14 tion (a), may be revised from time to time by the Commis-
15 sion. The Commission shall submit an annual report to
16 Congress of such actions or revisions, together with the
17 reasons therefor. Such actions or revisions shall have the
18 force and effect of law.

19 (c) Any increase in rate of basic compensation result-
20 ing from the establishment of new minimum rates under this
21 section shall not be regarded as an "equivalent increase"
22 in compensation within the meaning of section 701.

23 SEC. 804. (a) The Commission is authorized to estab-
24 lish schedules of pay differentials to be added to the rates

1 prescribed in title VI, in the case of employments in which
2 the employee is inherently exposed in the performance of
3 assigned duties to unusual danger of loss of life, crippling
4 injury, or disabling disease.

5 (b) No such differential shall exceed 50 per centum of
6 the rate of basic compensation otherwise applicable.

7 (c) The Commission shall make a study of the problem
8 of additional compensation for hazardous employments and
9 submit a report to Congress not later than one year from
10 the date of enactment of this Act, setting forth its findings
11 and such recommendations as it may deem advisable for
12 a future policy and plan with respect to additional compen-
13 sation for hazardous employments.

14 TITLE IX—PERFORMANCE RATING PLANS

15 SEC. 901. (a) Plans or systems shall be established in
16 each department for recognizing and appraising the accom-
17 plishments of officers and employees to whom this title applies
18 (hereinafter referred to as performance rating plans).

19 (b) Such plans shall conform to the following standards:

20 (1) Each performance rating plan shall be established
21 and administered as a part of general management opera-
22 tions, and shall include, among other things, a program
23 for the development and use of standards of work perform-
24 ance which will serve those who supervise and those who

1 are supervised as a basis of operation as well as a basis for
2 evaluating the accomplishments of officers and employees
3 performing or responsible for such work.

4 (2) Each performance rating plan shall contribute
5 toward improvement in supervisor-employee relationships
6 through periodic consultation between administrators and
7 supervisors, and between supervisors and employees for the
8 purpose of (A) developing and securing a mutual under-
9 standing of standards of work performance and (B) secur-
10 ing an understanding of actual performance in relation to
11 such standards.

12 (3) Each performance rating plan shall be consistently
13 applied as a means for promoting the effectiveness and
14 economy of organization units, including (A) improvement
15 in the effectiveness with which individual employees do their
16 work, (B) contributions to improved effectiveness of the
17 organization group, and, in the case of groups of employees
18 or administrative and supervisory officers and employees,
19 (C) effectiveness in improving services without increasing
20 the costs of such services, and (D) effectiveness in reducing
21 costs without impairment of essential services and without
22 excessive use of overtime.

23 (4) Each performance rating plan shall provide for
24 degrees of accomplishment representing at least (A) satis-
25 factory performance, corresponding to an efficiency rating

1 of "Good" under laws superseded by this Act, which shall
2 serve as a basis for determining eligibility for any statutory
3 benefits conditioned on an efficiency rating of "Good", (B)
4 unsatisfactory performance which shall serve as a basis for
5 removal from the position in which such unsatisfactory
6 performance was rendered, and (C) outstanding perform-
7 ance which shall be accorded only when all aspects of per-
8 formance not only exceed normal requirements but are de-
9 serving of special commendation. No employee shall be
10 rated unsatisfactory without a prior warning in writing and
11 without a reasonable opportunity to demonstrate satisfactory
12 performance.

13 (5) Each performance rating plan shall provide that
14 any officer or employee rated less than satisfactory will be
15 entitled, upon his written request, to a hearing and a review
16 of the merits of such rating within the department; that at
17 such hearing such officer or employee and his representative,
18 and representatives of the department will be afforded an
19 opportunity to submit pertinent information orally or in
20 writing, and to hear or examine, and reply to, information
21 submitted by others; and that after such hearing, the officer
22 or employee will have a written decision on the case, and
23 that he and his representative will have an opportunity to
24 examine the record on which such decision was based.

25 SEC. 902. The Civil Service Commission is authorized

1 and directed to develop and publish standards for the estab-
2 lishment, operation, and revision of performance rating plans
3 and for the determination of the effectiveness of their admin-
4 istration.

5 SEC. 903. No officer or employee to whom this title
6 applies shall be rated as to the merits of his accomplishments,
7 regardless of the name given to such rating, and no such
8 rating shall be considered as a basis for any action, except
9 under a performance rating plan approved by the Commission
10 as conforming to the standards established under this title.

11 SEC. 904. (a) The Commission is authorized to inspect
12 the administration of performance rating plans by the depart-
13 ments to determine the degree of compliance with the stand-
14 ards established under this title.

15 (b) Whenever the Commission shall determine that such
16 standards are not being observed, the Commission may, after
17 three months' notice to the department affected, giving the
18 reasons, revoke its approval of any performance rating plan
19 previously approved.

20 (c) After such revocation, such performance rating plan
21 and any current ratings made thereunder shall become in-
22 operative, and the department shall thereupon use such per-
23 formance rating plan as the Civil Service Commission shall
24 prescribe.

25 SEC. 905. Any officer or employee with a current per-

1 formance rating of satisfactory or higher shall be eligible
2 for transfer to any position in the department for which he is
3 qualified and available. Whenever any department has any
4 such officer or employee in a position which is surplus, no
5 permanent position in the department for which such officer
6 or employee is qualified and available may be filled by the
7 appointment, reinstatement, or transfer of a person who is
8 not an officer or employee of such department.

9 TITLE X—MANAGEMENT IMPROVEMENT PLAN
10 AND REWARDS

11 SEC. 1001. (a) In accordance with regulations issued
12 and administered by the Director of the Bureau of the
13 Budget, each department shall make systematic reviews of
14 the operations of each of its activities, functions, or organi-
15 zation units, on a continuing basis.

16 (b) The purposes of such reviews shall include, among
17 other things, (a) determining the degree of efficiency and
18 economy in the operation of the department's activities, func-
19 tions, or organization units, (b) identifying the units that
20 are outstanding in those respects, and (c) identifying the
21 supervisors and employees whose personal efforts have caused
22 their units to be outstanding in efficiency and economy of
23 operations.

24 SEC. 1002. (a) In each department there shall be estab-

lished an Efficiency Awards Committee, the membership of which shall be designated by the head of department.

(b) It shall be the duty of the Efficiency Awards Committee (1) to identify those supervisors and employees within the department whose superior accomplishments have contributed to outstanding efficiency and economy in administration, and (2) to award to such supervisors and employees, subject to the approval of the head of department and to the limitations of subsection (c), cash awards or increases in rates of basic compensation which, in the judgment of the Committee, are commensurate with their demonstrated superior accomplishments: *Provided, however,* That the total amount of such awards or increases to any group of supervisors and employees shall not exceed 25 per centum of the estimated saving to the Government due to their superior accomplishments.

(c) Any such cash award or any such increase in rate of basic compensation shall not exceed an amount equal to three times the step-increase of the applicable grade. Any such increase in rate of basic compensation shall be at one, two, or three times the step-increase of the applicable grade and shall be in lieu of any additional compensation as a reward for superior accomplishment under section 702.

(d) An award under this title shall be given due weight

1 in qualifying and selecting employees for promotion to posi-
2 tions in higher grades.

3 SEC. 1003. The Bureau of the Budget shall maintain
4 control of the program set forth in this title and shall
5 annually report the results of such program to Congress,
6 with such recommendations as it may deem advisable.

7 TITLE XI—GENERAL PROVISIONS

8 SEC. 1101. The Commission is hereby authorized to
9 issue such regulations as may be necessary for the admin-
10 istration of this Act.

11 SEC. 1102. The Commission shall prepare and submit
12 to the President an annual report with respect to the rates
13 of compensation under, and the administration of, this Act.
14 The President shall submit an annual report to Congress
15 which shall contain, among other matters, such recommenda-
16 tions, based upon the report of the Commission, as he may
17 deem advisable.

18 SEC. 1103. In the administration of this Act, there shall
19 be no discrimination with respect to any person, or with
20 respect to the position held by any person, on account of sex,
21 marital status, race, creed, or color.

22 SEC. 1104. Nothing in this Act shall be construed to
23 affect the application to officers and employees to whom this
24 Act applies of the veteran-preference provisions in the Civil

1 Service Act, as amended, and the Veterans' Preference Act
2 of 1944, as amended.

3 SEC. 1105. (a) Except as provided in subsection (b) —

4 (1) titles VI, VII, VIII, and XII shall take effect
5 on the first day of the first pay period which begins after
6 the date of enactment of this Act;

7 (2) all other provisions of this Act shall take
8 effect upon enactment.

9 (b) With respect to any position which, immediately
10 prior to the date of enactment of this Act, is not subject to
11 the Classification Act of 1923, as amended (including posi-
12 tion in grade 9 of the professional and scientific service or
13 in grade 16 of the clerical, administrative, and fiscal service
14 referred to in section 13 of such Act), but to which this
15 Act applies, this Act shall take effect on a date specified
16 by the Commission, but not later than the first day of the
17 first pay period which begins after six months following
18 the date of enactment of this Act. An officer or employee
19 occupying any such position on such effective date, and
20 receiving basic compensation at a rate in excess of the ap-
21 propriate rate of the grade in which such position is placed,
22 shall continue to receive compensation at such rate so long
23 as he remains in the same position and grade, but when any
24 such position becomes vacant, the rate of basic compensation

1 of any subsequent appointee shall be fixed in accordance
2 with this Act.

3 SEC. 1106. Whenever reference is made in any other
4 law to the Classification Act of 1923, as amended, such
5 reference shall be held and considered to mean this Act.
6 Whenever reference is made in any other law to a grade of
7 the Classification Act of 1923, as amended, such reference
8 shall be held and considered to mean the corresponding grade
9 shown in section 604 of this Act.

10 SEC. 1107. There are hereby authorized to be appro-
11 priated such sums as may be necessary to carry out the
12 provisions of this Act.

13 TITLE XII—MISCELLANEOUS PROVISIONS

14 SEC. 1201. The following laws and parts of laws are
15 hereby repealed:

16 (1) The Classification Act of 1923, as amended;

17 (2) Public Resolution Numbered 36, Sixty-eighth Con-
18 gress, approved June 7, 1924 (43 Stat. 669) ;

19 (3) Public, Numbered 555, Seventieth Congress, ap-
20 proved May 28, 1928 (45 Stat. 776) , as amended;

21 (4) Public, Numbered 523, Seventy-first Congress, ap-
22 proved July 3, 1930 (46 Stat. 1003) , as amended;

23 (5) Sections 505, 506, 507, 508, and 509 of the
24 Economy Act, approved June 30, 1932 (47 Stat. 416) ;

1 (6) Sections 3, 4, 5, 6, and 7 of Public, Numbered
2 880, Seventy-sixth Congress, approved November 26, 1940
3 (54 Stat. 1212), as amended;

4 (7) Public Law 200, Seventy-seventh Congress, ap-
5 proved August 1, 1941 (55 Stat. 613) ;

6 (8) The second proviso in section 3 of the Legislative
7 Pay Act of 1929, as amended (55 Stat. 615) ;

8 (9) Public Law 694, Seventy-seventh Congress, ap-
9 proved August 1, 1942 (56 Stat. 733) ;

10 (10) Title IV of the Federal Employees Pay Act of
11 1945, approved June 30, 1945 (59 Stat. 298) ; and

12 (11) Sections 2 and 12 of the Federal Employees Pay
13 Act of 1946, approved May 24, 1946 (60 Stat. 216, 219) .

14 SEC. 1202. All Acts or parts of Acts in conflict here-
15 with are hereby repealed to the extent of such conflict.

81ST CONGRESS
1ST SESSION

S. 2379

[Report No. 847]

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

By Mr. Long

AUGUST 4 (legislative day, JUNE 2), 1949
Read twice and referred to the Committee on Post
Office and Civil Service

AUGUST 5 (legislative day, JUNE 2), 1949
Reported without amendment

Therefore, because I hold firmly to the principle that we should not be giving away Federal property, even to so fine an institution as the Methodist church, I must object to the bill at the present time.

The **PRESIDING OFFICER**. Objection being made, the bill will be passed over.

Mr. **DOWNEY**. Mr. President, if the Senator from Oregon will withhold his objection for a moment further, let me say that so far as I know, the objection was entirely for the reason that the Government needed the quarters. Under this bill, the discretion as to ever abandoning the quarters is left entirely to the Federal Government.

I wish to say to the distinguished Senator from Oregon that equities are involved in this matter. The church probably lost \$1,000,000 or \$2,000,000 on the property. The Government will be the beneficiary of that. We believe that \$100,000 is a reasonable price.

However, I understand the attitude of the Senator from Oregon, and I shall no longer persist in urging the Senator to withdraw his objection.

Mr. **MORSE**. Mr. President, I should like to add that I agree with the Senator from California that equities are involved; but so far as I am concerned, a rather fundamental principle is also involved, namely, the principle of not giving away the money of the taxpayers of the United States, even to fine institutions, unless we see to it that the Federal Government receives adequate payment for the property.

I see no reason why in the case of the churches of America that lost their property during the depression period, we should now give them a Federal grant which is what this bill amounts to, in order to give them back their property.

Mr. **DOWNEY**. Mr. President, no such question is involved in this bill. This option would become effective only when the Government no longer wants the property. It is not adapted for an office building, it is adapted for a hotel. The bill is based on the theory that the Government will want to sell the property, and that if and when the Government wants to sell the property, the Methodist church, which lost very heavily in it, will be given by the Government, which has had a great windfall, the first opportunity to buy. We believe the suggested price of \$100,000, which is for a very minor portion of this property, is a very reasonable price. We are not suggesting that anything be given the Methodist church. We are not suggesting anything that will inconvenience the Government of the United States. We believe the Methodist church which erected the building and lost heavily on it has a certain equity.

Mr. **MORSE**. Mr. President, I am sure the Senator from California means it when he says he is not suggesting that anything be given to the Methodist church, but a question of fact is raised. I want to investigate that question of fact, because I cannot read the report of the Treasury Department and reach any other conclusion than that at least the

Treasury Department is of the opinion we would not be getting our money's worth.

The **PRESIDING OFFICER**. The bill goes over.

Mr. **CAIN**. Mr. President, if the Senator will yield, as a member of the Public Works Committee which took testimony on this bill, I can fully understand the curiosity of the Senator from Oregon concerning what in some respect is a new procedure. I am, however, fully satisfied that when the Senator from Oregon has had an opportunity not only of examining the report attached to the bill, but of reading the hearings as well, his curiosity will be satisfied, and he will be in agreement with the position of the Senator from California.

Mr. **KNOWLAND**. Mr. President, if the Senator will yield, I should like also to join with my colleague, the senior Senator from California, in urging that the Senator from Oregon read the committee report as well as the hearings on the bill. I think there are factors involved in the situation which will satisfy the Senator from Oregon that it is not what it appears to him to be on the surface.

Mr. **MORSE**. Mr. President, I shall read the hearings. I have very carefully read the committee report. It is the committee report which so perplexes me. A reading of the report of the Government agencies and the committee report together with the hearings may clear up the difficulty I have with the bill.

The **PRESIDING OFFICER**. The bill goes over.

ATTENDANCE OF GOVERNMENT EMPLOYEES AT FUNERALS OF DECEASED MEMBERS OF THE ARMED FORCES

The bill (H. R. 2662) to grant time to employees in the executive branch of the Government to participate, without loss of pay or deduction from annual leave, in funerals for deceased members of the armed forces returned to the United States for burial, was considered, ordered to a third reading, read the third time, and passed.

Mr. **WHERRY**. I wonder if I can ask unanimous consent to return to House bill 2662, merely to ask a question about it?

The **PRESIDING OFFICER**. Without objection, the Senator may proceed.

Mr. **WHERRY**. I understand the bill is designed to permit Government employees to attend the funeral services of deceased members of the armed forces returned to the United States for burial. Is it applicable merely to relatives? It does not say.

Mr. **HUMPHREY**. That is right.

Mr. President, I may say in reply to the distinguished minority leader, there has been a lack of uniformity in the administrative practice in giving time off to Government employees to attend funeral services for relatives, or, let me say, as guards in the American Legion unit, or firing squad members, at military funerals. This is merely to establish uniformity and it leaves the matter up to military discretion.

Mr. **WHERRY**. I have no objection.

VILLAGE-DELIVERY SERVICE

The Senate proceeded to consider the bill (S. 1479) to abolish the village-delivery service of the Post Office Department, to transfer village carriers to the city-delivery service, and for other purposes, which had been reported from the Committee on Post Office and Civil Service with an amendment, to strike out all after the enacting clause, and insert:

That section 9 of the act entitled "An act making appropriations for the service of the Post Office Department for the fiscal year ending June 30, 1913, and for other purposes", approved August 24, 1912 (U. S. C., title 39, sec. 153), is amended by striking out the words "second or".

Sec. 2. The operation by the Post Office Department of village delivery service in second-class post offices shall be discontinued. All such post offices, which on the effective date of this act have village delivery service, shall hereafter have city delivery service and all carriers of the village delivery service in such offices shall be classified as carriers in the city delivery service in accordance with the provisions of this act.

Sec. 3. (a) In assigning carriers in the village delivery service to salary grades in the city delivery service, each village carrier shall be assigned to the grade in the city delivery service to which he would have advanced had his original appointment as a carrier in the village delivery service been as a carrier in city delivery service. Each village carrier shall retain credit in his position in the city delivery service for all annual and sick leave which he has accrued, for compensatory time off due for service performed, and for any period of service creditable toward a promotion to a higher grade.

(b) No village carrier transferred to the city delivery service by this act shall, by reason of such transfer, be entitled to any additional compensation for services performed prior to the effective date of this act.

Sec. 4. This act shall take effect on the first day of the first calendar month following the date of enactment.

The amendment was agreed to.

The bill was ordered to be engrossed for a third reading, read the third time, and passed.

The title was amended so as to read: "A bill to discontinue the operation of village-delivery service in second-class post offices, to transfer village carriers in such offices to the city-delivery service, and for other purposes."

EXEMPTION OF TAX ON FRUIT-FLAVOR CONCENTRATES

The bill (H. R. 5831) to exempt certain volatile fruit-flavor concentrates from the tax on liquors, was considered, ordered to a third reading, read the third time, and passed.

BILL PASSED OVER

The bill (H. R. 5300) making appropriations to supply deficiencies in certain appropriations for the fiscal year ended June 30, 1949, and for other purposes, was announced as next in order.

Mr. **WHERRY**. Over.

The **PRESIDING OFFICER**. The bill will be passed over.

COMPENSATION OF PANAMA CANAL ZONE EMPLOYEES—BILL PASSED OVER

The bill (S. 2226) relating to the compensation of certain employees of the Panama Canal was announced as next in order.

The PRESIDING OFFICER. Is there objection to the present consideration of the bill?

Mr. SCHOEPPPEL. Mr. President, I have a question based on a reading of the report. I ask the distinguished Senator from South Carolina whether there is any estimate from the Bureau of the Budget as to the cost of this measure.

Mr. JOHNSTON of South Carolina. There is not, but the Senator will find that in the Panama Canal Zone employees are regulated by the same law as are employees of the District of Columbia, and since the bill was passed increasing the pay of the employees of the District of Columbia \$330, it was felt that the Panama Canal Zone employees should be treated in a similar manner.

Mr. SCHOEPPPEL. Does the distinguished Senator have any objection to the bill being passed over until the next call of the calendar, until the cost can be determined?

Mr. JOHNSTON of South Carolina. I have an amendment. I should like to have it read at this time, so the Senator may be thinking about it.

Mr. SCHOEPPPEL. I shall be glad to consider it.

The PRESIDING OFFICER. The clerk will state the amendment offered by the Senator from South Carolina [Mr. JOHNSTON].

The LEGISLATIVE CLERK. On page 1, lines 3 to 10, it is proposed to strike out section 1 and insert the following:

That the Governor of the Panama Canal is authorized to grant additional compensation to policemen, firemen, and school teachers employed by the Panama Canal, corresponding to the additional compensation granted to similar employees of the District of Columbia by the act entitled "An act to increase the compensation of certain employees of the municipal government of the District of Columbia, and for other purposes," approved June 30, 1949, as of the first day of the first pay period which began after June 30, 1943.

Mr. JOHNSTON of South Carolina. Mr. President, the amendment is designed to cure a defect which was called to the attention of the committee by the Secretary of the Army, after the bill was reported, and which therefore was not considered by the committee in connection with the bill.

The PRESIDING OFFICER. Is there objection?

There being no objection, the Senate proceeded to consider the bill.

The PRESIDING OFFICER. The question is on agreeing to the amendment offered by the Senator from South Carolina.

The amendment was agreed to.

The PRESIDING OFFICER. The question is on the engrossment and third reading of the bill.

Mr. SCHOEPPPEL. Mr. President, I should like to have this measure go over, if possible, to the next call of the calendar.

Mr. JOHNSTON of South Carolina. Mrs. President, I ask unanimous consent, then, that it be considered on the next call of the calendar. If that request is granted, I do not object.

The PRESIDING OFFICER. Is there objection to the request? The Chair

hears none, and it is so ordered. The bill will be considered on the next call of the calendar. The bill now goes over.

BILL PASSED OVER

The bill (S. 2379) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees to repeal the Classification Act of 1923, as amended, and for other purposes, was announced as next in order.

The PRESIDING OFFICER. Is there objection?

Mr. HENDRICKSON. Mr. President, this is not the type of legislation which should be passed on a mere call of the Consent Calendar. I feel it should go over.

The PRESIDING OFFICER. The bill will be passed over.

WEBER BASIN RECLAMATION PROJECT, UTAH

The bill (S. 2391) to authorize the construction, operation, and maintenance of the Weber Basin reclamation project, Utah, was considered, ordered to be engrossed for a third reading, read the third time, and passed as follows:

Be it enacted, etc., That the Secretary of the Interior, through the Bureau of Reclamation, is hereby authorized to construct, operate, and maintain the Weber Basin project to consist of reservoirs, irrigation and drainage works, power plants, transmission lines, and similar works in and near Morgan, Davis, Summit, and Weber Counties, Utah, for the purposes of supplying irrigation water to lands, both new and presently irrigated; supplying municipal, industrial, and domestic water; controlling floods; and generating and selling electric energy to help meet the short supply of power in the area and as a means of making the whole project self-supporting and financially solvent; and for other beneficial purposes (including, but without limitation, the control and catchment of silt, improvement of the general quality of the water, the preservation and propagation of fish and wildlife, and the provision and improvement of recreational facilities), at an estimated cost of \$69,500,000, all in substantial accord with the recommendations made in that certain report, dated July 15, 1949, of the regional director, region IV, Bureau of Reclamation, entitled "Weber Basin project, Utah."

Sec. 2. The Secretary is authorized to apportion equitably the costs of constructing, operating, and maintaining (including therein reasonable provision for replacement) the project works herein authorized between, on the one hand, their flood control, recreational, and fish and wildlife purposes and, on the other hand, their irrigation, power, municipal, and other water-supply purposes. The former allocations shall be nonreimbursable and nonreturnable. The latter allocations shall be reimbursable and returnable: *Provided*, That general repayment obligations undertaken pursuant to subsections (c) and (d) of section 9 of the Reclamation Act of 1939 may extend over a period not exceeding 60 years.

Sec. 3. As a condition precedent to construction of any of the irrigation or drainage works herein authorized, there shall be established an organization in the State of Utah with powers satisfactory to the Secretary, including the power to tax property both real and personal within its boundaries and the power to enter into a contract or contracts, with the United States for payment of reimbursable costs allocated to irri-

gation, municipal water supply, and other miscellaneous purposes.

SEC. 4. This act shall be a supplement to the Federal reclamation laws (Act of June 17, 1902, 32 Stat. 388, and acts amendatory thereof or supplementary thereto), the provisions whereof shall govern the construction, operation, and maintenance of the Weber Basin project except as otherwise herein provided.

SEC. 5. There are hereby authorized to be appropriated, out of any moneys in the Treasury not otherwise appropriated, such sums as may be required to carry out the purposes of this act.

WESTERN LAND BOUNDARY FENCE PROJECT

The bill (S. 1115) authorizing appropriations for the construction, operation, and maintenance of the western land boundary fence project, and for other purposes, was announced as next in order.

The PRESIDING OFFICER. Is there objection?

Mr. HENDRICKSON. I ask that this go over.

Mr. CONNALLY. Mr. President, will the Senator withhold his objection for a moment?

Mr. HENDRICKSON. I gladly withhold the objection.

Mr. CONNALLY. Mr. President, when the Senate passed a similar bill in the last Congress, it was unanimously reported by the committee.

Mr. HENDRICKSON. That was the bad Congress, was it not?

Mr. CONNALLY. Not in the opinion of the Senator who is now speaking.

Mr. HENDRICKSON. I heard a great deal about it.

Mr. CONNALLY. Seriously, I hope the Senator will not object to the bill. Many Government departments are interested in it, including the Department of Agriculture, the Department of Justice, customs—

Mr. ANDERSON. Mr. President, will the Senator yield?

Mr. CONNALLY. I yield.

Mr. ANDERSON. The incidence of hoof-and-mouth disease has very greatly changed the demand for this particular type of fence. The American livestock interests are very anxious to have it constructed. The presence of large herds of cattle and the possibility of moving them along the border makes it extremely desirable that the fence be constructed. It will probably cost approximately \$2,500,000. Five hundred miles of fence is involved. I think it would be very wise to make this expenditure in connection with the eradication of hoof-and-mouth disease.

Mr. HENDRICKSON. I withdraw my objection.

Mr. THYE. Mr. President, I join with the Senator from Texas and the Senator from New Mexico in stating that, in my opinion, this is a sound investment. If the fence is constructed, to a great extent the danger of foot-and-mouth disease will be eliminated.

The PRESIDING OFFICER. Is there objection to the present consideration of the bill?

There being no objection, the bill was considered, ordered to be engrossed for a

81ST CONGRESS
1ST SESSION

H. R. 5931

IN THE HOUSE OF REPRESENTATIVES

AUGUST 9, 1949

Mr. MURRAY of Tennessee introduced the following bill; which was referred to the Committee on Post Office and Civil Service

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the "Classification Revision
4 Act of 1949".

5 TITLE I—DECLARATION OF POLICY

6 SEC. 101. It is the purpose of this Act to provide a
7 plan for classification of positions and for rates of basic
8 compensation whereby—

1 Teachers' Salary Act of 1947, as supplemented by Public
2 Law 151, Eighty-first Congress, approved June 30,
3 1949;

4 (5) officers and members of the Metropolitan Police,
5 the Fire Department of the District of Columbia, the
6 United States Park Police, and the White House Police;

7 (6) lighthouse keepers and civilian employees on
8 lightships and vessels of the Coast Guard, whose com-
9 pensation is fixed under authority of Public, Numbered
10 383, Seventy-fifth Congress, approved August 26, 1937,
11 or Public Law 143, Eighty-first Congress, approved
12 June 29, 1949;

13 (7) employees in recognized trades or crafts, or
14 other skilled mechanical crafts, or in unskilled, semi-
15 skilled, or skilled manual-labor occupations (except such
16 employees who are engaged in the maintenance and
17 operation of public buildings and associated equipment
18 or perform work in scientific or engineering laboratories
19 as aides to scientists or engineers), and employees in the
20 Bureau of Engraving and Printing the duties of whom
21 are to perform or to direct manual or machine operations
22 requiring special skill or experience, or to perform or
23 direct the counting, examining, sorting, or other veri-
24 fication of the product of manual or machine operations,
25 whose compensation shall be fixed and adjusted from

1 time to time as nearly as is consistent with the public
2 interest in accordance with prevailing rates;

3 (8) officers and members of crews of vessels, whose
4 compensation shall be fixed and adjusted from time to
5 time as nearly as is consistent with the public interest
6 in accordance with prevailing rates and practices in the
7 maritime industry;

8 (9) employees of the Government Printing Office
9 whose compensation is fixed under Public, Numbered
10 276, Sixty-eighth Congress, approved June 7, 1924;

11 (10) civilian professors, lecturers, and instructors
12 at the Naval War College and the Naval Academy whose
13 compensation is fixed under Public Law 604, Seventy-
14 ninth Congress, approved August 2, 1946; senior pro-
15 fessors, professors, associate and assistant professors, and
16 instructors at the Naval Postgraduate School whose
17 compensation is fixed under Public Law 303, Eightieth
18 Congress, approved July 31, 1947; and the Academic
19 Dcan of the Postgraduate School of the Naval Academy
20 whose compensation is fixed under Public Law 402,
21 Seventy-ninth Congress, approved June 10, 1946;

22 (11) aliens or persons not citizens of the United
23 States who occupy positions outside the several States
24 and the District of Columbia;

25 (12) the Tennessee Valley Authority;

1 (13) the Inland Waterways Corporation;

2 (14) the Alaska Railroad;

3 (15) the Virgin Islands Corporation;

4 (16) the Central Intelligence Agency;

5 (17) employees who serve without compensation
6 or at nominal rates of compensation;

7 (18) employees none or only part of whose com-
8 pensation is paid from appropriated funds of the United
9 States: *Provided*, That with respect to the Veterans'
10 Canteen Service in the Veterans' Administration, the
11 provisions of this paragraph shall be applicable only to
12 those positions which are exempt from the Classifica-
13 tion Act of 1923, as amended, pursuant to Public Law
14 636, Seventy-ninth Congress, approved August 7, 1946,
15 as amended;

16 (19) employees whose compensation is fixed under
17 a cooperative agreement between the United States
18 and (A) a State, Territory, or possession of the United
19 States, or political subdivision thereof, or (B) a person
20 or organization outside the service of the Federal
21 Government;

22 (20) student nurses, medical or dental interns,
23 residents-in-training, student dietitians, student physical
24 therapists, student occupational therapists, and other
25 student employees, assigned or attached to a hospital,

1 clinic, or laboratory primarily for training purposes,
2 whose compensation is fixed under Public Law 330,
3 Eightieth Congress, approved August 4, 1947, or sec-
4 tion 14 (b) of Public Law 293, Seventy-ninth Con-
5 gress, approved January 3, 1946, as amended by Public
6 Law 722, Eightieth Congress, approved June 19, 1948;

7 (21) inmates, patients, or beneficiaries receiving
8 care or treatment or living in Government agencies or
9 institutions;

10 (22) experts or consultants, when employed tem-
11 porarily or intermittently in accordance with section 15
12 of Public Law 600, Seventy-ninth Congress, approved
13 August 2, 1946;

14 (23) emergency or seasonal employees whose
15 employment is of uncertain or purely temporary dura-
16 tion, or who are employed for brief periods at intervals;

17 (24) persons employed on a fee, contract, or piece-
18 work basis;

19 (25) persons who may lawfully perform their
20 duties concurrently with their private profession, busi-
21 ness, or other employment, and whose duties require
22 only a portion of their time, where it is impracticable
23 to ascertain or anticipate the proportion of time devoted
24 to the service of the Federal Government;

25 (26) positions for which rates of basic compensation

1 are individually fixed, or expressly authorized to be fixed,
2 by any other law, at or in excess of the maximum
3 scheduled rate of the highest grade established by this
4 Act.

5 SEC. 203. The Civil Service Commission, hereinafter
6 referred to as the "Commission", is authorized and directed
7 to determine finally the applicability of sections 201 and 202
8 to specific positions, officers, and employees.

9 SEC. 204. (a) The classes of employees whose compen-
10 sation is authorized by section 3 of the Legislative Pay Act
11 of 1929, as amended (46 Stat. 38; 55 Stat. 615), to be
12 fixed by the Architect of the Capitol without regard to the
13 Classification Act of 1923, as amended, are authorized to
14 be compensated without regard to this Act.

15 (b) This Act shall not apply to any officer or employee
16 of the Office of the Architect of the Capitol whose compensa-
17 tion is fixed by any other law.

18 (c) Sections 202 and 203 shall not apply to the Office
19 of the Architect of the Capitol.

20 TITLE III—BASIS FOR CLASSIFYING POSITIONS

21 SEC. 301. For the purposes of this Act, the term—

22 (1) "position" means the work, consisting of the
23 duties and responsibilities, assignable to an officer or
24 employee;

25 (2) "class" or "class of positions" includes all

positions which are sufficiently similar, as to (A) kind or subject-matter of work, (B) level of difficulty and responsibility, and (C) the qualification requirements of the work, to warrant similar treatment in personnel and pay administration; and

(3) "grade" includes all classes of positions which (although different with respect to kind or subject-matter of work) are sufficiently equivalent as to (A) level of difficulty and responsibility, and (B) level of qualification requirements of the work, to warrant the inclusion of such classes of positions within one range of rates of basic compensation, as specified in title VI.

SEC. 302. (a) Each position shall be placed in its appropriate class. The basis for determining the class in which each position shall be placed shall be the duties and responsibilities of such position and the qualifications required by such duties and responsibilities.

(b) Each class shall be placed in its appropriate grade. The basis for determining the grade in which each class shall be placed shall be the level of difficulty, responsibility, and qualification requirements of the work of such class.

SEC. 303. No appropriated funds shall be used to pay the compensation of any officer or employee who places a supervisory position in a class and grade solely on the basis

1 of the size of the group, section, bureau, or other organiza-
2 tion unit or the number of subordinates supervised. Such
3 factors may be given effect only to the extent warranted
4 by the work load of the organization unit and then only
5 in combination with other factors, such as the kind, diffi-
6 culty, and complexity of work supervised, the degree and
7 scope of responsibility delegated to the supervisor, and the
8 kind, degree, and character of the supervision actually
9 exercised.

10 TITLE IV—PREPARATION AND PUBLICATION OF 11 STANDARDS

12 SEC. 401. (a) The Commission, after consultation with
13 the departments, shall prepare standards for placing posi-
14 tions in their proper classes and grades. The Commission
15 is authorized to make such inquiries or investigations of the
16 duties, responsibilities, and qualification requirements of
17 positions as it deems necessary for this purpose. In such
18 standards the Commission shall (1) define the various
19 classes of positions that exist in the service in terms of
20 duties, responsibilities, and qualification requirements; (2)
21 establish the official class titles; and (3) set forth the grades
22 in which such classes have been placed by the Commission.
23 At the request of the Commission, the departments shall
24 furnish information for and cooperate in the preparation

1 of such standards. Such standards shall be published in
2 such form as the Commission may determine.

3 (b) The Commission shall keep such standards up to
4 date. From time to time, after consultation with the depart-
5 ments to the extent deemed necessary by the Commission,
6 it may revise, supplement, or abolish existing standards, or
7 prepare new standards, so that, as nearly as may be practi-
8 cable, positions existing at any given time within the service
9 will be covered by current published standards.

10 (c) The official class titles so established shall be used
11 for personnel, budget, and fiscal purposes, but this require-
12 ment shall not prevent the use of organizational or other
13 titles for internal administration, public convenience, law
14 enforcement, or similar purposes.

15 TITLE V—AUTHORITY AND PROCEDURE

16 SEC. 501. (a) Notwithstanding section 502, the Com-
17 mission shall have authority, which may be exercised at
18 any time in its discretion, to—

19 (1) ascertain currently the facts as to the duties,
20 responsibilities, and qualification requirements of any
21 position;

22 (2) place in an appropriate class and grade any
23 newly created position or any position coming initially
24 under this Act;

1 (3) decide whether any position is in its appro-
2 priate class and grade; and

3 (4) change any position from one class or grade to
4 another class or grade whenever the facts warrant.

5 The Commission shall certify to the department concerned
6 action taken by the Commission under paragraph (2) or
7 (4). The department shall take action in accordance with
8 such certificate, and such certificate shall be binding on all
9 administrative, certifying, pay roll, disbursing, and account-
10 ing officers of the Government.

11 (b) Any employee or employees (including any officer
12 or officers) affected or any department may request at any
13 time that the Commission exercise the authority granted
14 to it under subsection (a) and the Commission shall act
15 upon such request.

16 SEC. 502. (a) Except as otherwise provided in this title,
17 each department shall place each position under its juris-
18 diction and to which this Act applies in its appropriate class
19 and grade in conformance with standards published by the
20 Commission or, if no published standards directly apply, con-
21 sistently with published standards. A department may,
22 whenever the facts warrant, change any position which it
23 has placed in a class or grade under this subsection from
24 such class or grade to another class or grade. Such actions
25 of the departments shall be the basis for the payment of

1 compensation and for personnel transactions until changed
2 by certificate of the Commission.

3 (b) The Commission shall, from time to time, review
4 such number of positions in each department as will enable
5 the Commission to determine whether such department is
6 placing positions in classes and grades in conformance with
7 or consistently with published standards.

8 SEC. 503. Whenever the Commission finds under
9 section 502 (b) that a position to which this Act applies is
10 not placed in its proper class and grade in conformance with
11 published standards or that positions for which no standards
12 have been published are not placed in classes and grades
13 consistently with published standards, it shall, after consulta-
14 tion with appropriate officers or employees of the depart-
15 ment concerned, place each such position in its appropriate
16 class and grade and shall certify such action to the
17 department. The department shall take action in accordance
18 with such certificate, and such certificate shall be binding
19 on all administrative, certifying, pay roll, disbursing, and
20 accounting officers of the Government.

21 SEC. 504. (a) Whenever the Commission finds that
22 any department is not placing positions in classes and grades
23 in conformance with or consistently with published stand-
24 ards, it may revoke or suspend in whole or in part the
25 authority granted to the department under section 502 and

1 require that prior approval of the Commission be secured
2 before an action placing a position in a class and grade be-
3 comes effective for pay roll and other personnel purposes.
4 Such revocations or suspensions may be limited, in the dis-
5 cretion of the Commission, to (1) the departmental or field
6 service, or any part thereof; (2) any geographic area;
7 (3) any organization unit or group of organization units;
8 (4) certain types of classification actions; (5) classes in
9 particular occupational groups or grades; or (6) classes
10 for which standards have not been published.

11 (b) After all or part of the authority of the depart-
12 ment has been revoked or suspended, the Commission may
13 at any time restore such authority to the extent that it is
14 satisfied that subsequent actions placing positions in classes
15 and grades will be taken in conformance with or con-
16 sistently with published standards.

17 SEC. 505. (a) No position shall be placed in Grade 16
18 or 17 of the General Schedule except by action of, or after
19 prior approval by, the Commission.

20 (b) No position shall be placed in or removed from
21 Grade 18 of the General Schedule except by the President
22 upon recommendation of the Commission.

23 SEC. 506. The Commission may (1) prescribe the
24 form in which each department shall record the duties and
25 responsibilities of positions to which this Act applies and the

places where such records shall be maintained, (2) examine these or any other pertinent records of the department, and (3) interview any officers or employees of the department who have knowledge of the duties and responsibilities of such positions and information as to the reasons for placing a position in any class and grade.

TITLE VI—BASIC COMPENSATION SCHEDULES

SEC. 601. There are hereby established the following basic compensation schedules for positions to which this Act applies:

(1) A "General Schedule", the symbol for which shall be "GS", in lieu of the professional and scientific service, the clerical, administrative, and fiscal service, and the subprofessional service specified in section 13 of the Classification Act of 1923, as amended; and

(2) A "Crafts, Protective, and Custodial Schedule", the symbol for which shall be "CPC", in lieu of the crafts, protective, and custodial service specified in such section.

SEC. 602. (a) The General Schedule shall be divided into grades of difficulty and responsibility of work, as follows:

GENERAL SCHEDULE

Grade GS-1 includes all classes of positions the duties of which are to perform, under immediate supervision, with

1 little or no latitude for the exercise of independent judg-
2 ment, (1) the simplest routine work in office, business, or
3 fiscal operations, or (2) elementary work of a subordinate
4 technical character in a professional, scientific, or technical
5 field.

6 Grade GS-2 includes all classes of positions the duties
7 of which are (1) to perform, under immediate supervision,
8 with limited latitude for the exercise of independent judg-
9 ment, routine work in office, business, or fiscal operations,
10 or comparable subordinate technical work of limited scope
11 in a professional, scientific, or technical field, requiring some
12 training or experience; or (2) to perform other work of
13 equal importance, difficulty, and responsibility, and requiring
14 comparable qualifications.

15 Grade GS-3 includes all classes of positions the duties
16 of which are (1) to perform, under immediate or general
17 supervision, somewhat difficult and responsible work in office,
18 business, or fiscal operations, or comparable subordinate
19 technical work of limited scope in a professional, scientific,
20 or technical field, requiring in either case (A) some train-
21 ing or experience, (B) working knowledge of a special
22 subject matter, or (C) to some extent the exercise of inde-
23 pendent judgment in accordance with well-established poli-
24 cies, procedures, and techniques; or (2) to perform other

1 work of equal importance, difficulty, and responsibility, and
2 requiring comparable qualifications.

3 Grade GS-4 includes all classes of positions the duties
4 of which are (1) to perform, under immediate or general
5 supervision, moderately difficult and responsible work in
6 office, business, or fiscal operations, or comparable subordi-
7 nate technical work in a professional, scientific, or technical
8 field, requiring in either case (A) a moderate amount of
9 training and minor supervisory or other experience, (B)
10 good working knowledge of a special subject matter or a
11 limited field of office, laboratory, engineering, scientific,
12 or other procedure and practice, and (C) the exercise of
13 independent judgment in accordance with well-established
14 policies, procedures, and techniques; or (2) to perform other
15 work of equal importance, difficulty, and responsibility, and
16 requiring comparable qualifications.

17 Grade GS-5 includes all classes of positions the duties
18 of which are (1) to perform, under general supervision,
19 difficult and responsible work in office, business, or fiscal ad-
20 ministration, or comparable subordinate technical work in
21 a professional, scientific, or technical field, requiring in
22 either case (A) considerable training and supervisory or
23 other experience, (B) broad working knowledge of a spe-

1 cial subject matter or of office, laboratory, engineering, sci-
2 entific, or other procedure and practice, and (C) the exer-
3 cise of independent judgment in a limited field; (2) to per-
4 form, under immediate supervision, and with little oppor-
5 tunity for the exercise of independent judgment, simple and
6 elementary work requiring professional, scientific, or techni-
7 cal training equivalent to that represented by graduation
8 from a college or university of recognized standing but re-
9 quiring little or no experience; or (3) to perform other
10 work of equal importance, difficulty, and responsibility, and
11 requiring comparable qualifications.

12 Grade GS-6 includes all classes of positions the duties
13 of which are (1) to perform, under general supervision,
14 difficult and responsible work in office, business, or fiscal
15 administration, or comparable subordinate technical work
16 in a professional, scientific, or technical field, requiring in
17 either case (A) considerable training and supervisory or
18 other experience, (B) broad working knowledge of a special
19 and complex subject matter, procedure, or practice, or of
20 the principles of the profession, art, or science involved,
21 and (C) to a considerable extent the exercise of independent
22 judgment; or (2) to perform other work of equal impor-
23 tance, difficulty, and responsibility, and requiring compar-
24 able qualifications.

25 Grade GS-7 includes all classes of positions the duties

1 of which are (1) to perform, under general supervision,
2 work of considerable difficulty and responsibility along special
3 technical or supervisory lines in office, business, or fiscal
4 administration, or comparable subordinate technical work
5 in a professional, scientific, or technical field, requiring in
6 either case (A) considerable specialized or supervisory train-
7 ing and experience, (B) comprehensive working knowledge
8 of a special and complex subject matter, procedure, or prac-
9 tice, or of the principles of the profession, art, or science,
10 involved, and (C) to a considerable extent the exercise of
11 independent judgment; (2) under immediate or general
12 supervision, to perform somewhat difficult work requiring
13 (A) professional, scientific, or technical training equiva-
14 lent to that represented by graduation from a college or
15 university of recognized standing, (B) previous experience,
16 and (C) to a limited extent, the exercise of independent
17 technical judgment; or (3) to perform other work of equal
18 importance, difficulty, and responsibility, and requiring com-
19 parable qualifications.

20 Grade GS-8 includes all classes of positions the duties
21 of which are (1) to perform, under general supervision,
22 very difficult and responsible work along special technical
23 or supervisory lines in office, business, or fiscal administra-
24 tion, requiring (A) considerable specialized or supervisory
25 training and experience, (B) comprehensive and thorough

1 working knowledge of a specialized and complex subject
2 matter, procedure, or practice, or of the principles of the
3 profession, art, or science involved, and (C) to a consider-
4 able extent the exercise of independent judgment; or (2)
5 to perform other work of equal importance, difficulty, and
6 responsibility, and requiring comparable qualifications.

7 Grade GS-9 includes all classes of positions the duties
8 of which are (1) to perform, under general supervision,
9 very difficult and responsible work along special technical,
10 supervisory, or administrative lines in office, business, or
11 fiscal administration, requiring (A) somewhat extended
12 specialized training and considerable specialized, supervisory,
13 or administrative experience which has demonstrated
14 capacity for sound independent work, (B) thorough and
15 fundamental knowledge of a special and complex subject
16 matter, or of the profession, art, or science involved, and
17 (C) considerable latitude for the exercise of independent
18 judgment; (2) with considerable latitude for the exercise
19 of independent judgment, to perform moderately difficult and
20 responsible work, requiring (A) professional, scientific, or
21 technical training equivalent to that represented by gradua-
22 tion from a college or university of recognized standing, and
23 (B) considerable additional professional, scientific, or tech-
24 nical training or experience which has demonstrated capacity
25 for sound independent work; or (3) to perform other work

1 of equal importance, difficulty, and responsibility, and re-
2 quiring comparable qualifications.

3 Grade GS-10 includes all classes of positions the duties
4 of which are (1) to perform, under general supervision,
5 highly difficult and responsible work along special technical,
6 supervisory, or administrative lines in office, business, or
7 fiscal administration, requiring (A) somewhat extended
8 specialized, supervisory, or administrative training and ex-
9 perience which has demonstrated capacity for sound inde-
10 pendent work, (B) thorough and fundamental knowledge
11 of a specialized and complex subject matter, or of the profes-
12 sion, art, or science involved, and (C) considerable latitude
13 for the exercise of independent judgment; or (2) to perform
14 other work of equal importance, difficulty, and responsibility,
15 and requiring comparable qualifications.

16 Grade GS-11 includes all classes of positions the duties
17 of which are (1) to perform, under general administrative
18 supervision and with wide latitude for the exercise of inde-
19 pendent judgment, work of marked difficulty and responsi-
20 bility along special technical, supervisory, or administrative
21 lines in office, business, or fiscal administration, requiring
22 (A) extended specialized, supervisory, or administrative
23 training and experience which has demonstrated important
24 attainments and marked capacity for sound independent ac-
25 tion or decision, and (B) intimate grasp of a specialized and

1 complex subject matter, or of the profession, art, or science
2 involved, or of administrative work of marked difficulty; (2)
3 with wide latitude for the exercise of independent judgment,
4 to perform responsible work of considerable difficulty requir-
5 ing somewhat extended professional, scientific, or technical
6 training and experience which has demonstrated important
7 attainments and marked capacity for independent work; or
8 (3) to perform other work of equal importance, difficulty,
9 and responsibility, and requiring comparable qualifications.

10 Grade GS-12 includes all classes of positions the duties
11 of which are (1) to perform, under general administrative
12 supervision, with wide latitude for the exercise of inde-
13 pendent judgment, work of a very high order of difficulty
14 and responsibility along special technical, supervisory, or
15 administrative lines in office, business, or fiscal administra-
16 tion, requiring (A) extended specialized, supervisory, or
17 administrative training and experience which has demon-
18 strated leadership and attainments of a high order in special-
19 ized or administrative work, and (B) intimate grasp of a
20 specialized and complex subject matter or of the profession,
21 art, or science involved; (2) under general administrative
22 supervision, and with wide latitude for the exercise of in-
23 dependent judgment, to perform professional, scientific, or
24 technical work of marked difficulty and responsibility requir-
25 ing extended professional, scientific, or technical training

1 and experience which has demonstrated leadership and
2 attainments of a high order in professional, scientific, or
3 technical research, practice, or administration; or (3) to
4 perform other work of equal importance, difficulty, and
5 responsibility, and requiring comparable qualifications.

6 Grade GS-13 includes all classes of positions the duties
7 of which are (1) to perform, under administrative direction,
8 with wide latitude for the exercise of independent judgment,
9 work of unusual difficulty and responsibility along special
10 technical, supervisory, or administrative lines, requiring ex-
11 tended specialized, supervisory, or administrative training
12 and experience which has demonstrated leadership and
13 marked attainments; (2) to serve as assistant head of a
14 major organization involving work of comparable level
15 within a bureau; (3) to perform, under administrative direc-
16 tion, with wide latitude for the exercise of independent
17 judgment, work of unusual difficulty and responsibility re-
18 quiring extended professional, scientific, or technical training
19 and experience which has demonstrated leadership and
20 marked attainments in professional, scientific, or technical
21 research, practice, or administration; or (4) to perform other
22 work of equal importance, difficulty, and responsibility, and
23 requiring comparable qualifications.

24 Grade GS-14 includes all classes of positions the duties
25 of which are (1) to perform, under general administrative

1 direction, with wide latitude for the exercise of independent
2 judgment, work of exceptional difficulty and responsibility
3 along special technical, supervisory, or administrative lines
4 which has demonstrated leadership and unusual attainments;
5 (2) to serve as head of a major organization within a bureau
6 involving work of comparable level; (3) to plan and direct
7 or to plan and execute major professional, scientific, technical,
8 administrative, fiscal, or other specialized programs, requiring
9 extended training and experience which has demonstrated
10 leadership and unusual attainments in professional, scientific,
11 or technical research, practice, or administration, or in ad-
12 ministrative, fiscal, or other specialized activities; or (4) to
13 perform consulting or other professional, scientific, technical,
14 administrative, fiscal, or other specialized work of equal
15 importance, difficulty, and responsibility, and requiring com-
16 parable qualifications.

17 Grade GS-15 includes all classes of positions the duties
18 of which are (1) to perform, under general administrative
19 direction, with very wide latitude for the exercise of
20 independent judgment, work of outstanding difficulty and
21 responsibility along special technical, supervisory, or
22 administrative lines which has demonstrated leadership and
23 exceptional attainments; (2) to serve as head of a major
24 organization within a bureau involving work of comparable
25 level; (3) to plan and direct or to plan and execute special-

1 ized programs of marked difficulty, responsibility, and na-
2 tional significance, along professional, scientific, technical,
3 administrative, fiscal, or other lines, requiring extended
4 training and experience which has demonstrated leadership
5 and unusual attainments in professional, scientific, or tech-
6 nical research, practice, or administration, or in administra-
7 tive, fiscal, or other specialized activities; or (4) to perform
8 consulting or other professional, scientific, technical, ad-
9 ministrative, fiscal, or other specialized work of equal
10 importance, difficulty, and responsibility, and requiring
11 comparable qualifications.

12 Grade GS-16 includes all classes of positions the duties
13 of which are (1) to perform, under general administrative
14 direction, with unusual latitude for the exercise of independ-
15 ent judgment, work of outstanding difficulty and responsi-
16 bility along special technical, supervisory, or administrative
17 lines which has demonstrated leadership and exceptional
18 attainments; (2) to serve as the head of a major organiza-
19 tion involving work of comparable level; (3) to plan and
20 direct or to plan and execute professional, scientific, technical,
21 administrative, fiscal, or other specialized programs of un-
22 usual difficulty, responsibility, and national significance, re-
23 quiring extended training and experience which has demon-
24 strated leadership and exceptional attainments in professional,

1 scientific, or technical research, practice, or administration,
2 or in administrative, fiscal, or other specialized activities; or
3 (4) to perform consulting or other professional, scientific,
4 technical, administrative, fiscal, or other specialized work of
5 equal importance, difficulty, and responsibility, and requiring
6 comparable qualifications.

7 Grade GS-17 includes all classes of positions the duties
8 of which are (1) to serve as the head of a bureau where
9 the position, considering the kind and extent of the author-
10 ities and responsibilities vested in it, and the scope, com-
11 plexity, and degree of difficulty of the activities carried on,
12 is of a high order among the whole group of positions of
13 heads of bureaus; (2) to plan and direct or to plan and
14 execute professional, scientific, technical, administrative,
15 fiscal, or other specialized programs of exceptional difficulty,
16 responsibility, and national significance, requiring extended
17 training and experience which has demonstrated exceptional
18 leadership and attainments in professional, scientific, or
19 technical research, practice, or administration, or in adminis-
20 trative, fiscal, or other specialized activities; or (3) to per-
21 form consulting or other professional, scientific, technical,
22 administrative, fiscal, or other specialized work of equal
23 importance, difficulty, and responsibility, and requiring com-
24 parable qualifications.

25 Grade GS-18 includes all classes of positions the duties

1 of which are (1) to serve as the head of a bureau where the
 2 position, considering the kind and extent of the authorities
 3 and responsibilities vested in it, and the scope, complexity,
 4 and degree of difficulty of the activities carried on, is ex-
 5 ceptional and outstanding among the whole group of posi-
 6 tions of heads of bureaus; (2) to plan and direct or to plan
 7 and execute frontier or unprecedented professional, scientific,
 8 technical, administrative, fiscal, or other specialized programs
 9 of outstanding difficulty, responsibility, and national sig-
 10 nificance, requiring extended training and experience which
 11 has demonstrated outstanding leadership and attainments in
 12 professional, scientific, or technical research, practice, or
 13 administration, or in administrative, fiscal, or other special-
 14 ized activities; or (3) to perform consulting or other pro-
 15 fessional, scientific, technical, administrative, fiscal, or other
 16 specialized work of equal importance, difficulty, and responsi-
 17 bility, and requiring comparable qualifications.

18 (b) The Crafts, Protective, and Custodial Schedule shall
 19 be divided into grades of difficulty and responsibility of
 20 work, as follows:

21 CRAFTS, PROTECTIVE, AND CUSTODIAL SCHEDULE

22 Grade CPC-1 includes all classes of positions the duties
 23 of which are to run errands, to check parcels, or to perform
 24 other light manual tasks with little or no responsibility.

25 Grade CPC-2 includes all classes of positions the duties

1 of which are to handle desks, mail sacks, and other heavy
2 objects, and to perform similar work ordinarily required of
3 unskilled laborers; to pass coal; to clean office rooms; to
4 perform regular messenger work with little responsibility; or
5 to perform other work of equal difficulty and responsibility
6 and requiring comparable qualifications.

7 Grade CPC-3 includes all classes of positions the duties
8 of which are to perform, under immediate supervision, cus-
9 todial, or office labor work with some degree of responsi-
10 bility; to operate paper-cutting, canceling, envelope-opening,
11 or envelope-sealing machines; to fire and keep up steam in
12 low-pressure boilers used for heating purposes, and to clean
13 boilers and oil machinery and related apparatus; to operate
14 passenger automobiles or light-duty trucks; to pack goods
15 for shipment; to work as leader of a group of charwomen;
16 to perform messenger work and do light manual or office-
17 labor tasks with some responsibility; to carry important
18 documents from one office to another, or attend the door
19 and private office of a public officer; or to perform other
20 work of equal difficulty and responsibility and requiring
21 comparable qualifications.

22 Grade CPC-4 includes all classes of positions the duties
23 of which are to perform, under general supervision, custodial
24 work of a responsible character; to guard office or storage
25 buildings; to supervise and direct a force of unskilled labor-

1 ers; to fire and to keep up steam in high-pressure boilers
2 and to operate other equipment used in connection with such
3 boilers; to perform general, semimechanical, new, or repair
4 work requiring some skill with hand tools; to work as craft
5 or trade helper; to operate heavy-duty trucks, semitrailers,
6 or tractor trailers; to operate a passenger automobile for a
7 department head or officer of comparable rank; to attend
8 the door of a private office of a department head or officer
9 of comparable rank; or to perform other work of equal
10 difficulty and responsibility and requiring comparable quali-
11 fications.

12 Grade CPC-5 includes all classes of positions the duties
13 of which are to guard property of great value while in
14 transit; to supervise the operation and maintenance of a
15 low-capacity heating plant and its auxiliary equipment; or
16 to perform other work of equal difficulty and responsibility
17 and requiring comparable qualifications.

18 Grade CPC-6 includes all classes of positions the duties
19 of which are to have immediate direction of a detachment
20 of building guards; to perform the work of a skilled mechanic;
21 to repair office appliances; or to perform other work of
22 equal difficulty and responsibility and requiring comparable
23 qualifications.

24 Grade CPC-7 includes all classes of positions the duties

1 of which are to assist in the general supervision of a force
2 of building guards; to work as leader of a group of skilled
3 mechanics; or to perform other work of equal difficulty and
4 responsibility and requiring comparable qualifications.

5 Grade CPC-8 includes all classes of positions the duties
6 of which are to have general supervision over a force of build-
7 ing guards; to supervise the operation of a mechanical shop;
8 to direct skilled mechanics and other employees engaged in
9 the operation and maintenance of equipment providing heat-
10 ing, ventilating, air conditioning, power, and sanitation in
11 one or more public buildings; or to perform other work of
12 equal difficulty and responsibility and requiring comparable
13 qualifications.

14 Grade CPC-9 includes all classes of positions the duties
15 of which are to direct supervisory and office assistants, me-
16 chanics, guards, elevator operators, laborers, janitors, and
17 other employees engaged in the custody, maintenance, and
18 protection of a public building; or to assist in the direction
19 of such employees when engaged in similar duties in a group
20 of buildings; or to perform other work of equal difficulty and
21 responsibility and requiring comparable qualifications.

22 Grade CPC-10 includes all classes of positions the duties
23 of which are to direct supervisory and office assistants, me-
24 chanics, guards, elevator operators, laborers, janitors, and
25 other employees engaged in the custody, maintenance, and

protection of a group of public buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

SEC. 603. (a) Except as provided in subsection (c) (2), the rates of basic compensation with respect to officers, employees, and positions to which this Act applies shall be in accordance with the schedules of per annum rates contained in subsections (b) and (c) (1).

(b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates						
GS-1-----	\$2,186	\$2,266	\$2,346	\$2,426	\$2,506	\$2,586	\$2,666
GS-2-----	\$2,384	\$2,464	\$2,544	\$2,624	\$2,704	\$2,784	\$2,864
GS-3-----	\$2,600	\$2,680	\$2,760	\$2,840	\$2,920	\$3,000	\$3,080
GS-4-----	\$2,824	\$2,904	\$2,984	\$3,064	\$3,144	\$3,224	\$3,304
GS-5-----	\$3,075	\$3,200	\$3,325	\$3,450	\$3,575	\$3,700	\$3,825
GS-6-----	\$3,451	\$3,576	\$3,701	\$3,826	\$3,951	\$4,076	\$4,201
GS-7-----	\$3,827	\$3,952	\$4,077	\$4,202	\$4,327	\$4,452	\$4,577
GS-8-----	\$4,200	\$4,325	\$4,450	\$4,575	\$4,700	\$4,825	\$4,950
GS-9-----	\$4,600	\$4,725	\$4,850	\$4,975	\$5,100	\$5,225	\$5,350
GS-10-----	\$5,000	\$5,125	\$5,250	\$5,375	\$5,500	\$5,625	\$5,750
GS-11-----	\$5,400	\$5,600	\$5,800	\$6,000	\$6,200	\$6,400	
GS-12-----	\$6,400	\$6,600	\$6,800	\$7,000	\$7,200	\$7,400	
GS-13-----	\$7,600	\$7,800	\$8,000	\$8,200	\$8,400	\$8,600	
GS-14-----	\$8,800	\$9,000	\$9,200	\$9,400	\$9,600	\$9,800	
GS-15-----	\$10,000	\$10,250	\$10,500	\$10,750	\$11,000		
GS-16-----	\$11,500	\$11,750	\$12,000	\$12,250	\$12,500		
GS-17-----	\$13,000	\$13,250	\$13,500	\$13,750	\$14,000		
GS-18-----	\$15,000						

(c) (1) The compensation schedule for the Crafts, Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates						
CPC-1-----	\$1,510	\$1,570	\$1,630	\$1,690	\$1,750	\$1,810	\$1,870
CPC-2-----	\$2,120	\$2,190	\$2,260	\$2,330	\$2,400	\$2,470	\$2,540
CPC-3-----	\$2,252	\$2,332	\$2,412	\$2,492	\$2,572	\$2,652	\$2,732
CPC-4-----	\$2,450	\$2,530	\$2,610	\$2,690	\$2,770	\$2,850	\$2,930
CPC-5-----	\$2,674	\$2,754	\$2,834	\$2,914	\$2,994	\$3,074	\$3,154
CPC-6-----	\$2,900	\$2,980	\$3,060	\$3,140	\$3,220	\$3,300	\$3,380
CPC-7-----	\$3,125	\$3,225	\$3,325	\$3,425	\$3,525	\$3,625	\$3,725
CPC-8-----	\$3,400	\$3,525	\$3,650	\$3,775	\$3,900	\$4,025	\$4,150
CPC-9-----	\$3,775	\$3,900	\$4,025	\$4,150	\$4,275	\$4,400	\$4,525
CPC-10-----	\$4,150	\$4,275	\$4,400	\$4,525	\$4,650	\$4,775	\$4,900

(2) Charwomen working part time shall be paid at the rate of \$2,400 per annum, and head charwomen working part time at the rate of \$2,540 per annum.

(d) Whenever payment is made on the basis of a daily, hourly, weekly, or monthly rate, such rate shall be computed from the appropriate annual rate specified in subsection (b) or (c) by the method prescribed in section 604 (d) of the Federal Employees Pay Act of 1945.

SEC. 604 (a) For the purpose of making initial adjustments to the classification grades provided in this Act, positions which are required to be compensated in accordance with this Act and which were immediately prior to the effective date of this title in the professional and scientific service, the subprofessional service, the clerical, administrative, and fiscal service, or the crafts, protective, and custodial service of the Classification Act of 1923, as amended, are hereby allocated to corresponding grades of the General Schedule or the Crafts, Protective, and Custodial Schedule as set forth below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General schedule	Crafts, protective, and custodial schedule
-----	1	-----	-----	GS-1	-----
-----	2	1	-----	GS-1	-----
-----	3	2	-----	GS-2	-----
-----	4	3	-----	GS-3	-----
-----	5	4	-----	GS-4	-----

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General schedule	Crafts, protective, and custodial schedule
1	6	5	-----	GS-5	-----
-----	7	6	-----	GS-6	-----
2	8	7	-----	GS-7	-----
-----	-----	8	-----	GS-8	-----
3	-----	9	-----	GS-9	-----
-----	-----	10	-----	GS-10	-----
4	-----	11	-----	GS-11	-----
5	-----	12	-----	GS-12	-----
6	-----	13	-----	GS-13	-----
7	-----	14	-----	GS-14	-----
8	-----	15	-----	GS-15	-----
-----	-----	-----	1	-----	CPC-1
-----	-----	-----	2	-----	CPC-2
-----	-----	-----	3	-----	CPC-3
-----	-----	-----	4	-----	CPC-4
-----	-----	-----	5	-----	CPC-5
-----	-----	-----	6	-----	CPC-6
-----	-----	-----	7	-----	CPC-7
-----	-----	-----	8	-----	CPC-8
-----	-----	-----	9	-----	CPC-9
-----	-----	-----	10	-----	CPC-10

(b) The rates of basic compensation of officers and employees to whom this Act applies shall be initially adjusted as follows:

(1) In all cases where the number of pay rates within a grade specified in this Act is the same as in the corresponding grade of the Classification Act of 1923, as amended, employees shall have the same relative pay rate of the new grade, except as provided in paragraphs (2) and (10) of this subsection.

(2) Employees in grade 2 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and

1 seventh rate shall have the second, third, fourth, fifth,
2 sixth, sixth, and seventh rate, respectively, of grade 1
3 of the General Schedule.

4 (3) Employees in grade 1 of the crafts, protective,
5 and custodial service immediately prior to the effective
6 date of this title, at the first, second, third, fourth, and
7 fifth rate shall have the first, third, fourth, sixth, and
8 seventh rate, respectively, of grade 1 of the Crafts, Pro-
9 tective, and Custodial Schedule.

10 (4) Employees in grades 2 and 3 of the crafts,
11 protective, and custodial service immediately prior to the
12 effective date of this title, shall have the same relative
13 pay rate of the first six rates of grades 2 and 3, respec-
14 tively, of the Crafts, Protective, and Custodial Schedule.

15 (5) Employees in grade 4 of the professional and
16 scientific service and grade 11 of the clerical, adminis-
17 trative, and fiscal service immediately prior to the
18 effective date of this title, at the first, second, third,
19 fourth, and fifth rate shall have the first, second, third,
20 fourth, and sixth rate, respectively, of grade 11 of the
21 General Schedule.

22 (6) Employees in grade 5 of the professional and
23 scientific service and grade 12 of the clerical, adminis-
24 trative, and fiscal service immediately prior to the
25 effective date of this title, at the first, second, third,

fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 12 of the General Schedule.

(7) Employees in grade 6 of the professional and scientific service and grade 13 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 13 of the General Schedule.

(8) Employees in grade 7 of the professional and scientific service and grade 14 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fifth, and sixth rate, respectively, of grade 14 of the General Schedule.

(9) Employees in grade 8 of the professional and scientific service and grade 15 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first and second rate of the grade shall have the third rate of grade 15 of the General Schedule.

(10) Employees receiving a rate of basic compensation, authorized by law, immediately prior to the effec-

tive date of this title, in excess of the appropriate new rate of the grade as determined under paragraphs (1) to (9), inclusive, may continue to receive such rate so long as they remain in the same position and grade, but when any such position becomes vacant, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act.

SEC. 605. Any increase in rate of basic compensation by reason of the enactment of this title shall not be regarded as an "equivalent increase" in compensation within the meaning of section 701.

TITLE VII—STEP-INCREASES

SEC. 701. (a) Each officer or employee compensated on a per annum basis, and occupying a permanent position within the scope of the compensation schedules fixed by this Act, who has not attained the maximum scheduled rate of compensation for the grade in which his position is placed, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of (1) each fifty-two calendar weeks of service if his position is in a grade in which the step-increases are less than \$200, or (2) each seventy-eight calendar weeks of service if his position is in a grade in which the step-increases are \$200 or more, subject to the following conditions:

1 (A) That no equivalent increase in compensation
2 from any cause was received during such period, except
3 increase made pursuant to section 702;

4 (B) That his current efficiency rating is “good” or
5 better than “good”;

6 (C) That the service and conduct of such officer or
7 employee are certified as being otherwise satisfactory
8 by the department; and

9 (D) That the benefit of successive step-increases
10 shall be preserved, under regulations issued by the Com-
11 mission, for officers and employees whose continuous
12 service is interrupted in the public interest by service
13 with the armed forces or by service in essential non-
14 Government civilian employment during a period of
15 war or national emergency.

16 (b) The term “good” as used in this title shall have the
17 same meaning as when used in the systems of efficiency
18 rating established pursuant to title IX of this Act.

19 SEC. 702. (a) Within the limit of available appropri-
20 ations and in accordance with standards promulgated by the
21 Commission, each department is authorized, subject to prior
22 approval by the Commission (except as provided in sub-
23 section (b)), to make additional step-increases as a reward
24 for superior accomplishment, but no officer or employee shall
25 be eligible for more than one such additional step-increase

1 within each of the time periods specified in section 701 (a).

2 (b) The Commission is authorized to delegate to any
3 department the authority to make the additional step-
4 increases provided for in this section, without prior approval
5 in individual cases by the Commission. The Commission
6 may withdraw or suspend such authority whenever review
7 of such actions by the Commission indicates that standards
8 promulgated by the Commission have not been observed,
9 and may restore such authority whenever it is satisfied that
10 subsequent actions will be taken in conformance with such
11 standards.

12 (c) Each department shall report to the Commission all
13 actions taken under this section, together with the reasons
14 therefor. The Commission shall submit an annual report to
15 Congress covering the numbers and types of actions taken
16 under this section.

17 SEC. 703. (a) Subject to subsection (b), and as a re-
18 ward for long and faithful service, each department shall
19 grant an additional step-increase (to be known as a lon-
20 gevity step-increase) beyond the maximum scheduled rate of
21 the grade in which his position is placed, to each officer or
22 employee for each three years of continuous service completed
23 by him at such maximum rate or at a rate in excess thereof
24 authorized by this section without change of grade or rate

1 of basic compensation except such change as may be pre-
2 scribed by any provision of law of general application.

3 (b) (1) No officer or employee shall be entitled to a
4 longevity step-increase while holding a position in any grade
5 above grade 10 of the General Schedule.

6 (2) No officer or employee shall receive a longevity
7 step-increase unless his current efficiency rating is "good"
8 or better than "good", and his service and conduct are certi-
9 fied as being otherwise satisfactory by the department.

10 (3) No officer or employee shall receive more than one
11 longevity step-increase for any three years of continuous
12 service.

13 (4) Each longevity step-increase shall be equal to the
14 largest step between any two consecutive rates of the grade
15 in which the position of the officer or employee is placed.

16 (5) Not more than three successive longevity step-
17 increases may be granted to any officer or employee.

18 (6) The officer or employee shall have had, in the ag-
19 gregate, not less than ten years of service in the position
20 which he then occupies, or in positions of equivalent or higher
21 class or grade.

22 (c) When an officer or employee, receiving basic com-
23 pensation at a rate in excess of the maximum scheduled
24 rate for his grade under section 604 (b) (10), section

1 1005 (b), or any other provision of law, is eligible for his
2 first longevity step-increase beyond the maximum rate of
3 such grade he shall—

4 (1) receive total basic compensation which is equal
5 to the basic compensation at the maximum scheduled
6 rate for his grade plus such first longevity step-increase,
7 or

8 (2) continue to receive compensation at such rate
9 in excess of the maximum scheduled rate for his grade,
10 if the compensation at such rate is higher than the total
11 basic compensation specified in paragraph (1).

12 In case any such officer or employee receiving compensa-
13 tion under paragraph (2) is eligible for a subsequent suc-
14 cessive longevity step-increase, he shall—

15 (A) receive the same total basic compensation
16 which he would be entitled to receive after such sub-
17 sequent longevity step-increase, if his total basic com-
18 pensation had, at the time he was eligible for his first
19 longevity step-increase, been determined under para-
20 graph (1), or

21 (B) continue to receive compensation under para-
22 graph (2) if such compensation is higher than the total
23 basic compensation specified in paragraph (A).

24 SEC. 704. In computing length of service for the pur-
25 poses of this title, service immediately preceding the effec-

1 tive date of this title shall be counted toward (1) one step-
2 increase under section 701 and one additional step-increase
3 under section 702, or (2) longevity step-increases under
4 section 703, as the case may be.

5 SEC. 705. This title shall not apply to the compensation
6 of persons appointed by the President, by and with the
7 advice and consent of the Senate.

8 TITLE VIII—GENERAL COMPENSATION RULES

9 SEC. 801. All new appointments shall be made at the
10 minimum rate of the appropriate class or grade.

11 SEC. 802. (a) The rate of basic compensation to be re-
12 ceived by any officer or employee to whom this Act applies
13 shall be governed by regulations issued by the Commission
14 in conformity with this Act when—

15 (1) he is transferred from a position to which this
16 Act does not apply;

17 (2) he is transferred from any position to which
18 this Act applies to another such position;

19 (3) he is demoted to a position in a lower class
20 or grade;

21 (4) he is reinstated, reappointed, or reemployed;

22 (5) his type of appointment is changed;

23 (6) his employment status is otherwise changed; or

24 (7) his position is changed from one class or grade
25 to another class or grade.

(b) Any officer or employee who is promoted or transferred to a position in a higher class or grade shall receive basic compensation at the lowest rate of the higher class or grade which is at least one step-increase above his existing rate of basic compensation. If, in the case of any officer or employee so promoted or transferred who is receiving (1) one or more longevity step-increases under section 703, or (2) basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 604 (b) (10), section 1005 (b), or any other provision of law, there is no rate in such higher class or grade which is at least one step-increase above his existing rate of basic compensation, he shall receive (A) the maximum scheduled rate of such higher grade, or (B) his existing rate of basic compensation, if such existing rate is the higher.

TITLE IX—EFFICIENCY RATINGS

SEC. 901. (a) The Commission shall establish and may revise uniform systems of efficiency rating for the appraisal of the service of officers and employees in positions in the classes and grades provided by this Act. Such systems shall set forth degrees of efficiency which shall constitute ground for (1) the recognition of outstanding performance, (2) the granting of increases in the rate of compensation, (3) continuance at the existing rate of compensation, (4) decrease in the rate of compensation of officers and employees who

1 at the time are above the middle rate for the grade in which
2 their positions are placed, and (5) removal from the position
3 or dismissal from the service.

4 (b) Each department shall rate in accordance with such
5 systems the efficiency of each officer or employee under its
6 jurisdiction. Ratings shall be open to inspection by repre-
7 sentatives of the Commission and by officers and employees
8 of the department in accordance with regulations issued by
9 the Commission. Each officer or employee shall have the
10 right to inspect the detailed report of his own rating.

11 (c) Reductions in compensation, removals from posi-
12 tions, or dismissals from the service shall be made by the
13 departments whenever the efficiency ratings warrant.

14 SEC. 902. (a) There shall be established in each de-
15 partment one or more boards of review each of which shall
16 be composed of three members. One member, who shall
17 serve as chairman, shall be designated by the Commission;
18 one member shall be designated by the department con-
19 cerned; and one member shall be designated by the officers
20 and employees of the department concerned in such manner
21 as may be determined by the Commission.

22 (b) Alternate members shall be designated in the same
23 manner as their respective principal members. The boards
24 of review shall meet at the call of their respective chairmen
25 for the purpose of considering and passing upon the merits

1 of such efficiency ratings assigned to officers and employees
2 as may be submitted to such boards of review as hereinafter
3 provided.

4 (c) Any officer or employee shall, upon written request
5 to the chairman of the appropriate board of review of his
6 department, be entitled as a matter of right to a hearing and
7 a review by such board of review of his efficiency rating.
8 At the hearing the officer or employee, and such representa-
9 tive as he may designate, and such representatives of
10 the department as may be designated by the depart-
11 ment, shall be afforded an opportunity (1) to submit orally
12 or in writing any information deemed by the board of re-
13 view to be pertinent to the case, and (2) to hear or examine,
14 and reply to, any such information submitted to such board
15 by other parties. After any such hearing the board may
16 make such adjustment in any such efficiency rating as it
17 may find to be proper.

18 TITLE X—GENERAL PROVISIONS

19 SEC. 1001. The Commission is hereby authorized to
20 issue such regulations as may be necessary for the admin-
21 istration of this Act.

22 SEC. 1002. The Commission shall prepare and submit
23 to the President an annual report with respect to the rates
24 of compensation under, and the administration of, this Act.
25 The President shall submit an annual report to Congress

1 which shall contain, among other matters, such recommenda-
2 tions, based upon the report of the Commission, as he may
3 deem advisable.

4 SEC. 1003. In the administration of this Act, there shall
5 be no discrimination with respect to any person, or with
6 respect to the position held by any person, on account of
7 sex, marital status, race, creed, or color.

8 SEC. 1004. Nothing in this Act shall be construed to
9 affect the application to officers and employees to whom this
10 Act applies of the veteran-preference provisions in the Civil
11 Service Act, as amended, and the Veterans' Preference Act
12 of 1944, as amended.

13 SEC. 1005. (a) Except as provided in subsection (b) —

14 (1) titles VI, VII, VIII, and XI shall take effect
15 on the first day of the first pay period which begins
16 after the date of enactment of this Act;

17 (2) all other provisions of this Act shall take effect
18 upon enactment.

19 (b) With respect to any position which, immediately
20 prior to the date of enactment of this Act, is not subject
21 to the Classification Act of 1923, as amended (including
22 positions in grade 9 of the professional and scientific service
23 or in grade 16 of the clerical, administrative, and fiscal
24 service referred to in section 13 of such Act), but to which
25 this Act applies, this Act shall take effect on a date specified

1 by the Commission, but not later than the first day of the
2 first pay period which begins after six months following the
3 date of enactment of this Act. An officer or employee oc-
4 cupying any such position on such effective date, and re-
5 ceiving basic compensation at a rate in excess of the appro-
6 priate rate of the grade in which such position is placed,
7 shall continue to receive basic compensation without change
8 in rate until (1) he leaves such position, or (2) he is
9 entitled to receive basic compensation at a higher rate by
10 reason of the operation of title V or VII. When such
11 position is vacated by such officer or employee, the rate of
12 basic compensation of any subsequent appointee shall be
13 fixed in accordance with this Act.

14 SEC. 1006. Whenever reference is made in any other
15 law to the Classification Act of 1923, as amended, such
16 reference shall be held and considered to mean this Act.
17 Whenever reference is made in any other law to a grade of
18 the Classification Act of 1923, as amended, such reference
19 shall be held and considered to mean the corresponding
20 grade shown in section 604 of this Act.

21 SEC. 1007. There are hereby authorized to be appro-
22 priated such sums as may be necessary to carry out the pro-
23 visions of this Act.

TITLE XI—MISCELLANEOUS PROVISIONS

SEC. 1101. (a) Section 603 (b) of the Federal Employees Pay Act of 1945, as amended, is hereby amended by striking out “\$10,330” and inserting in lieu thereof “\$10,500”.

(b) Section 7 (b) of the Federal Employees Pay Act of 1946, as amended, is hereby amended by striking out “\$10,330” and inserting in lieu thereof “\$10,500”.

(c) Section 303 (c) of the Postal Rate Revision and Federal Employees Salary Act of 1948 is hereby amended by striking out “\$10,330” and inserting in lieu thereof “\$10,500”.

SEC. 1102. The following laws and parts of laws are hereby repealed:

(1) The Classification Act of 1923, as amended;

(2) Public Resolution Numbered 36, Sixty-eighth Congress, approved June 7, 1924 (43 Stat. 669) ;

(3) Public, Numbered 555, Seventieth Congress, approved May 28, 1928 (45 Stat. 776) , as amended;

(4) Public, Numbered 523, Seventy-first Congress, approved July 3, 1930 (46 Stat. 1003) , as amended;

(5) Sections 505, 506, 507, 508, and 509 of the Economy Act, approved June 30, 1932 (47 Stat. 416) ;

1 (6) Sections 3, 4, 5, 6, and 7 of Public, Numbered
2 880, Seventy-sixth Congress, approved November 26, 1940
3 (54 Stat. 1212), as amended;

4 (7) Public Law 200 (except section 6 thereof), Sev-
5 enty-seventh Congress, approved August 1, 1941 (55 Stat.
6 613) ;

7 (8) Public Law 694, Seventy-seventh Congress, ap-
8 proved August 1, 1942 (56 Stat. 733) ;

9 (9) Title IV of the Federal Employees Pay Act of
10 1945, approved June 30, 1945 (59 Stat. 298) ; and

11 (10) Sections 2 and 12 of the Federal Employees Pay
12 Act of 1946, approved May 24, 1946 (60 Stat. 216, 219) .

13 SEC. 1103. All laws or parts of laws inconsistent with
14 this Act are hereby repealed to the extent of such
15 inconsistency.

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

By Mr. MURRAY of Tennessee

AUGUST 9, 1949

Referred to the Committee on Post Office and Civil
Service

REVISION OF CLASSIFICATION ACT OF 1923, AS AMENDED

AUGUST 15, 1949.—Committed to the Committee of the Whole House on the State of the Union and ordered to be printed

Mr. MURRAY of Tennessee, from the Committee on Post Office and Civil Service, submitted the following

REPORT

[To accompany H. R. 5931]

The Committee on Post Office and Civil Service, to whom was referred the bill (H. R. 5931) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, having considered the same, report favorably thereon with amendments and recommend that the bill, as amended, do pass.

The amendments are as follows:—

(a) Page 3, line 17, insert after the semicolon the following:

and positions in or under the Department of State which are (A) connected with the representation of the United States to international organizations, and (B) specifically exempted by law from the Classification Act of 1923, as amended, or any other classification or compensation law;

(b) Page 33, line 9, strike out “(2) and (10)” and insert in lieu thereof “(2), (10), and (11)”.

(c) Page 34, line 2, strike out “sixth”, where it appears the second time, and insert in lieu thereof “seventh”.

(d) Page 36, line 3, insert “and paragraph (11),” before “may”.

(e) Page 36, after line 7, insert the following:

(11) Employees in grade 1 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and seventh rate shall have the first, first, second, third, fourth, fifth, and sixth rate, respectively, of grade 1 of the General Schedule.

PURPOSE OF AMENDMENTS

Amendment (a) exempts from the provisions of the bill positions in or under the Department of State whose incumbents are repre-

sentatives to international organizations and those positions in or under the Department which are now exempt from the Federal classification and salary laws, including the Classification Act of 1923 as amended.

Amendments (b), (c), (d), and (e) are perfecting amendments to the bill which are necessary to provide for the initial adjustment to general schedule grade 1 of positions in present grade 1 of the subprofessional service.

STATEMENT

The purpose of the bill is to simplify and to modernize the Classification Act of 1923, as amended, which governs the pay rates and classifications of more than one-third of the employees in the Federal service.

The bill will cover 885,000 positions. The 31 grades in the existing professional and scientific service, the subprofessional service, and the clerical, administrative, and fiscal service will be merged into a new general schedule consisting of 18 grades. The comparison of proposed general schedule rates and existing professional, subprofessional, and clerical, administrative, and fiscal pay scales is shown in appendix A, page 46.

As shown in appendix A, the annual pay rates for the new general schedule are from \$2,186 per annum at the beginning of grade 1 to a ceiling of \$15,000 per annum at grade 18. The present crafts, protective, and custodial service has been revised into 10 grades providing salaries from \$2,120 annually (\$1,510 annually for boy and girl messengers) to \$4,900 per annum in the top rate of grade 10. The comparison of proposed crafts, protective, and custodial schedule and the existing crafts, protective, and custodial pay scales is shown in appendix B, page 48.

The administrative procedure for classifying the 885,000 positions covered by the bill is made simpler and more uniform, and a better relationship is established between the classification functions of the Civil Service Commission and such functions in other departments and agencies of the Government.

Authority for classifying or allocating the positions covered by the bill is vested in the Civil Service Commission. However, in the interest of efficiency and to improve existing operations, the departments and agencies are authorized to allocate positions in the various grades established by the bill in accordance with published standards promulgated by the Civil Service Commission after consultation with the departments and agencies.

In conformity with these standards the departments will classify positions in their appropriate classes and grades. Such actions will be official for pay and personnel purposes without prior approval of the Commission except in grades 16, 17, and 18. No position may be placed in or removed from grade 18 (\$15,000 annually) except by the President upon recommendation of the Commission. No position may be placed in grade 16 (\$11,500 to \$12,500 annually) or in grade 17 (\$13,000 to \$14,000 annually) except by action of or after prior approval by the Commission.

Reviewing authority is given to the Commission to determine the degree to which classification standards are being observed. The Commission is given enforcement power (1) to correct erroneous

actions upon appeal either by an individual employee or by the department or agency concerned, or on the Commission's own initiative; and (2) to withdraw or suspend the department's authority to take action without prior approval by the Commission when such department is not adhering to the standards provided for.

The legislation will cover about 25,000 more employees than are now subject to the Classification Act of 1923, as amended. Certain wholly owned Government corporations now exempt would be covered, such as the Reconstruction Finance Corporation, Export-Import Bank of Washington, certain corporations under the Department of Agriculture, the Displaced Persons Commission, and the Philippine War Damage Commission. The bill will also include the positions of certain customs clerks and immigration inspectors who are now exempt from the Classification Act.

Those groups of employees which are exempt from the provisions of the bill consist almost entirely of groups which are now exempt, among which are 516,000 employees in the postal field service, 489,000 crafts, trades, and labor employees whose wages are fixed by so-called wage boards in accordance with prevailing rates in the communities in which they are employed, the Foreign Service of the United States, and professional and other employees of the Department of Medicine and Surgery in the Veterans' Administration.

The bill contains new definitions of the 18 GS grades and 10 CPC grades. Compared with existing grade definitions in the Classification Act of 1923, the language defines a better progression of difficulty and responsibility factors from grade to grade, and eliminates existing clauses and phrases which emphasize size of unit or number of persons supervised. Also, the bill provides substantive law which is now contained in appropriation laws, setting forth congressional policy to the effect that no appropriated funds shall be used to pay the salaries of Federal employees who are placed in supervisory positions solely on the basis of the size of the group or the number of employees supervised. This is in accordance with the recommendations of the Commission on Organization of the Executive Branch of the Government which has made recommendations to the Congress in connection with personnel management.

The legislation repeats with minor modifications the language of existing law with respect to step increases within the various grades known as periodic increases and rewards for superior accomplishment.

A new provision grants longevity increases to employees in all the CPC grades and in the grades GS-1 to GS-10, inclusive. Employees in such grades will be entitled to a longevity increase for each 3 years they serve after reaching the top of their grade, but not more than three such longevity increases will be granted any one employee in any single grade. In order to be entitled to such longevity increase, the employee must have served in the same grade at the maximum scheduled rate (or at a higher rate) for 3 years. He must have an efficiency rating of "good" or better, and his service and conduct must be satisfactory. In the aggregate he must have rendered 10 years of service in his position or in positions of equivalent or higher class or grade.

Adequate provision is made to assure that every employee will receive an increase in compensation through the initial adjustment to the new grades, and, further, that when an employee is promoted to a

higher class or grade he shall receive at least one step increase above his existing rate of compensation.

The scope of the bill is not limited geographically. It applies equally to positions in the departmental and field service in the 48 States, Territories, and possessions and in foreign countries.

The annual increased cost of the legislation based upon the 885,000 positions covered will be \$100,500,000 for the adjustment to the new schedules. In addition, the provisions of the bill granting longevity increases will cost an additional \$800,000 the first year and increase annually during the first 9 years of operation and level off at an increased cost of approximately \$12,000,000 in the tenth and subsequent years.

The average annual increase in compensation for the employees covered by the bill will be \$113.60. However, in the lowest grades the average increase will be approximately \$120 annually.

Hearings were conducted with respect to this legislation, at which time representatives of the Federal employees' organizations appeared and endorsed the provisions of the bill. Representatives of the Civil Service Commission and the Bureau of the Budget testified in favor of the enactment of this legislation, and there is no known objection to the enactment of the bill.

Among those laws which are repealed by this bill is the Classification Act of 1923, as amended. However, with certain clarifying language, section 9 of the Classification Act of 1923, as amended, relating to the efficiency rating system and efficiency rating boards of review, is reenacted. Statements by the Bureau of the Budget and the Civil Service Commission indicate that shortly recommendations will be made to the Congress with respect to a complete revision of the efficiency rating system. Because these recommendations have not yet been made, the committee believed that the present efficiency rating system should be retained until such recommendations have been considered by the Congress.

EXPLANATION OF H. R. 5931 BY TITLES AND SECTIONS

TITLE I—DECLARATION OF POLICY

Section 101: This section states the general policy of the bill; namely, to provide a plan for classifying positions and fixing salaries, under which (1) there shall be equal pay for equal work and proportionate pay for unequal work, and (2) positions are to be placed in classes and grades according to their duties, responsibilities, and qualification requirements, and the resulting position-classification system made useful in all phases of personnel administration.

TITLE II—COVERAGE AND EXEMPTIONS

The general plan of title II is to express a comprehensive general coverage in section 201, subject to specific exemptions in section 202.

Section 201: This section provides that the bill shall apply to all civilian positions, officers and employees "in or under the departments," except those expressly set forth as exemptions in section 202.

The term "department" conveniently refers to the executive departments and independent establishments and agencies, including wholly owned Government corporations, as well as to certain other agencies

to which (except as to some groups of positions) the Classification Act now applies. These are the Administrative Offices of the United States Courts, the Library of Congress, the Botanic Garden, the Government Printing Office, the General Accounting Office, the Office of the Architect of the Capitol, and the municipal government of the District of Columbia.

The scope of the bill is not limited geographically. It applies to the departmental service in the District of Columbia and to the field service in the 48 States, Territories, and possessions, and foreign countries.

Broadly speaking, positions whose salaries are now fixed on an annual basis under the pay schedules of the Classification Act of 1923, as amended, will continue to be subject to the bill.

Under title II, the following wholly owned corporations, not now subject to the Classification Act, would fall within the coverage of the bill: Federal Intermediate Credit Banks, Production Credit Corporation, Federal Farm Mortgage Corporation, and Regional Agricultural Credit Corporations under the Department of Agriculture; Federal Prison Industries, Inc., under the Department of Justice; Institute of Inter-American Affairs, State Department; Export-Import Bank of Washington; Federal Savings and Loan Insurance Corporation and Home Owners' Loan Corporation under Housing and Home Finance Agency; and the Reconstruction Finance Corporation.

In addition, the following agencies, now exempted, would be covered: Atomic Energy Commission, Displaced Persons Commission, Philippine War Damage Commission, and United States Soldiers Home.

Customs clerks, whose pay is now fixed by the Bacharach Act of May 29, 1928, as amended, and immigration inspectors, whose pay is now fixed by the Reed-Jenkins Act of May 29, 1928, as amended, would come under the bill. The latter inclusion would make unnecessary the separate consideration of pending bill H. R. 3513.

In addition, a large number of individual exemptions in organic or appropriation acts, such as exemptions for attorneys, engineers, experts, etc., in certain agencies would be repealed by implication and the positions brought within the bill.

Section 202: In general, existing exemptions of the larger and more significant groups of positions from the Classification Act of 1923, as amended, are continued by this section.

In the exemptions are enumerated five groups for which there exist other statutory pay schedules. These are: (1) The postal field service, (2) the Foreign Service of the United States, (3) professional and other employees of the Department of Medicine and Surgery in the Veterans' Administration, (4) teachers, school officers, and other employees of the Board of Education of the District of Columbia, and (5) officers and members of the Metropolitan Police and Fire Department of the District of Columbia, United States Park Police, and the White House Police.

Paragraph (2), which exempts the Foreign Service of the United States, also continues the exemption of certain representatives of the United States to international organizations (such as the United Nations Organization and its agencies, the International Refugee Organization or the World Health Organization) and their alternates

or deputies, whose salaries are fixed or limited under existing law, other than the Classification Act of 1923, as amended.

None of these groups is now subject to the Classification Act.

Another group excluded from the bill is the group of lighthouse keepers and civilian employees on lightships and other vessels of the Coast Guard whose compensation is fixed under authority of Public No. 383, Seventy-fifth Congress, August 26, 1937, or Public Law 143, Eighty-first Congress, June 29, 1949.

The major prevailing-rate groups excluded from the bill are those mentioned in paragraphs (7), (8), and (9) of section 202. These are trades, crafts, and labor employees, and officers and members of crews of vessels.

Crafts, trades, and labor employees engaged in the operation and maintenance of public buildings and associated equipment or working in scientific or engineering laboratories as aides to scientists or engineers are not exempted. They are now subject to the Classification Act and will remain so under the bill, their basic rates to be set by the crafts, protective, and custodial schedule established in title VI.

The clerical-mechanical employees of the Bureau of Engraving and Printing, 3,864 in number (as of July 1, 1948), now under the "clerical-mechanical service" of the Classification Act (which service applies only to that one group), would be excluded from the bill and their wages would be fixed and adjusted from time to time by reference to prevailing rates. This is a long-standing policy of the Government with respect to workers on manufacturing or mechanical processing operations.

The clerical-mechanical service consists of four grades, each grade having two hourly rates—a minimum and a maximum.

The Bureau of Engraving and Printing is essentially a manufacturing or industrial establishment. It employs highly skilled craftsmen whose wages are fixed on a prevailing-rate basis, usually in conformity with changes in Government Printing Office rates for similar occupations. The clerical-mechanical employees correspond to the skilled helpers in an industrial shop. They include, among others, plate printers' assistants, counters, and examiners of the product of printing processes, such as currency and bonds, press feeders, operators of various machines, press helpers, and truckers. The bill proposes to take this group out of the present statutory schedule plan and place it under wage-schedule procedure.

The purpose is to bring about a close relation between the pay rates for this group on the one hand and pay rates for skilled craftsmen in the same Bureau or pay rates generally in the Government Printing Office, on the other. This relation is sought to be secured by bringing the wage policy and method for the group concerned into line with existing wage policy and method for the related groups.

Paragraph (10) excludes from the bill civilian professors, lecturers, and instructors at the Naval War College, the Naval Academy, and the Naval Postgraduate School. The Navy Department, which is now authorized by other law to prescribe the rates for such positions, has established a uniform schedule of pay for these positions on the basis of salaries for similar positions in colleges and universities throughout the United States.

Paragraph (11) excludes from the bill aliens or persons not citizens of the United States who occupy positions outside the several States

and the District of Columbia. These employees will continue to have their rates of compensation determined in accordance with local pay scales.

Paragraphs (12), (13), (14), and (15) exclude the Tennessee Valley Authority, the Inland Waterways Corporation, the Alaska Railroad, and the Virgin Islands Corporation. None of these organizations is now under the Classification Act. The Inland Waterways Corporation is limited, however, by its appropriation act to rates not in excess of those prescribed for similar services by the Classification Act.

Paragraph (16) exempts the Central Intelligence Agency.

Paragraphs (17) to (25), both inclusive, cover peculiar or unusual types of employment for which the type of pay schedule and pay plan provided by the bill is not appropriate or applicable.

Paragraph (17) exempts employees serving without compensation or at nominal rates of compensation, when such employment is permitted by other law.

Paragraph (18) exempts employees none or only part of whose compensation is paid from appropriated funds, such as employees of Army post exchanges. The purpose of the proviso in this paragraph is to continue provisions of existing law that only those employees of the Veterans Canteen Service working in canteens, warehouses, and storage depots are to be excluded from the Classification Act.

Paragraph (19) exempts employees whose pay is fixed under cooperative agreements to which the United States is a party.

Paragraph (20) exempts student employees receiving professional training in Government hospitals, clinics, or laboratories, whose compensation is governed by recent special law.

Paragraph (21) exempts inmates, patients, or beneficiaries receiving care or treatment or living in Government agencies or institutions.

Paragraph (22) exempts experts or consultants, when employed temporarily or intermittently in accordance with section 15 of the act of August 2, 1946.

Paragraph (23) exempts emergency or seasonal employments of uncertain or purely temporary duration, or limited to brief periods at intervals.

Paragraph (24) exempts employments made on a fee, contract, or piecework basis when authorized by other law.

Paragraph (25) exempts certain part-time or intermittent employments, not measurable as to time, in cases where persons do part-time or intermittent work for the Government concurrently with their private profession, business, or other employment.

Paragraph (26) provides that in the event Congress should by any other law fix a rate for a particular position at or in excess of the regular maximum rate of the highest grade established by the bill, \$15,000, such position shall be regarded as being exempted from the bill. This avoids the confusion inherent in existing law with respect to two grades—known as grade 9 in the professional and scientific service, and grade 16 in the clerical, administrative, and fiscal service—for which Congress expressly authorizes rates in excess of the ceiling rate of the act. The combination of specifying these grades in existing law and at the same time fixing rates by other law in excess of the ceiling rate now causes considerable confusion as to whether or not the positions concerned are under the Classification Act.

Section 203: This section authorizes and directs the Civil Service Commission to determine finally questions of coverage and exemption, as they may be raised in connection with sections 201 and 202. Under existing law the Commission has no authority to determine whether or not a position in the field service is subject to the Classification Act, except in veterans' appeals under section 14 of the Veterans' Preference Act of 1944. In the departmental service the Commission is authorized to make initial decision on that point. The effect of section 203 is to make the authority of the Civil Service Commission uniform with respect to both departmental and field positions.

Section 204: The effect of this section is to continue, without change, the exemptions of certain positions under the Office of the Architect of the Capitol; namely, professional and technical services on construction projects, employees whose tenure of employment is temporary or of uncertain duration, and the Assistant Architect of the Capitol.

TITLE III—BASIS FOR CLASSIFYING POSITIONS

Title III provides the fundamentals for placing positions in classes and grades—a process commonly called allocation—without burdening statutory language with provisions that more properly are subjects for regulation or less formal instruction.

Section 301: This section defines the terms "position," "class," and "grade," with the same meaning as in existing law. The language of the definitions is clarified so as to show more clearly the relationships between the three concepts.

Section 302: This section requires that each position be placed in the appropriate class, and that each class be placed in its appropriate grade, on the basis of duties, responsibilities, and qualification requirements of the work involved in the position or in the class of positions concerned. This policy continues existing law, with improvements in language.

Section 303: This section is an extension of a provision in recent Independent Offices Appropriation Acts limiting the availability of appropriations of the Civil Service Commission, in case any of its employees places a supervisory position in a class or grade solely on the basis of size of unit or number of persons supervised. The extension consists in making the prohibition applicable to any appropriated funds of any department or agency.

TITLE IV—PREPARATION AND PUBLICATION OF STANDARDS

Section 401: This section authorizes and directs the Civil Service Commission to prepare, publish, and keep up to date allocation standards; i. e., written standards for placing individual positions in their proper classes and grades. Such standards will (1) define the various classes of positions that exist in the service in terms of duties, responsibilities, and qualification requirements; (2) establish the official class titles; and (3) set forth the grades in which such classes have been placed by the Commission. They will apply in both the departmental and field services.

Subsection (c) of this section provides flexibility in the use of class titles. They are to be used for personnel, budget, and fiscal purposes; but if they are not appropriate for internal administration, public

convenience, law enforcement, or similar purposes, organizational or other titles may be used.

The provisions of this section cover the standards-setting authority the Commission already has in the departmental service by statute, and in the field service by Executive order.

TITLE V—AUTHORITY AND PROCEDURE

Section 501: This section gives the Commission full authority to find facts and take action in placing positions in proper classes and grades, initially or on review. However, the Commission is not required to use such authority on a regular day-to-day basis, but it may do so at any time in its discretion, on its own motion, or at the request of an employee or a department, as in the case of an appeal or a request for reconsideration. The section includes the authority necessary to require corrections when the Commission finds they are needed.

This is existing law in the departmental service, but is new legislation for the field service.

Section 502: This section sets forth the ordinary day-by-day authority and procedure. Following the standards provided for in title IV, the department concerned is required to place its positions in proper classes and grades. The department's actions will be official for pay and personnel purposes, without prior approval of the Commission, except as indicated in sections 504 and 505. They may, however, be changed by certificate of the Commission, as provided in section 503.

The Commission is required to review a sufficient number of these actions of each department to determine the degree to which such actions are being taken in conformity with the Commission's standards.

Section 503: This section provides the Commission with authority to require corrections of erroneous actions. When the Commission finds that positions are not placed in proper classes and grades, it is directed to certify the correct class and grade to the department. The department is required to take action in accordance with such certificate, which is to be binding on all administrative, certifying, pay-roll, disbursing, and accounting officers. This is new law for the field service.

Section 504: This section authorizes the Commission to revoke or suspend in whole or in part the authority of a department to place positions in classes and grades without prior approval of the Commission, whenever the Commission finds that the department is not following the Commission's standards. After such revocation or suspension, the Commission may restore such authority to the extent that corrective measures taken by the department satisfy the Commission that subsequent actions will be in accordance with standards.

Section 505: The general plan of operations specified in title V is limited by this section, which provides (a) that positions may be placed in grade 16 or 17 of the general schedule only by action of, or after prior approval by, the Civil Service Commission, and (b) that positions may be placed in or removed from grade 18 (the highest grade) of the general schedule only by the President upon recommendation of the Commission.

Section 506: This section specifies certain incidental powers the Commission should have to discharge effectively the reviewing task specified in section 502 (b). The Commission is authorized to prescribe the form of records of the duties and responsibilities of positions, and the places where such records shall be maintained; to examine these or other pertinent records; and to interview officers and employees.

TITLE VI—BASIC COMPENSATION SCHEDULES

Section 601: This section provides for two basic compensation schedules: (1) A general schedule, in lieu of the professional and scientific service, the clerical, administrative, and fiscal service, and the subprofessional service of the Classification Act of 1923, as amended; and (2) a crafts, protective, and custodial schedule, in lieu of the crafts, protective, and custodial service of the Classification Act.

Section 602: This section divides the general schedule into 18 grades of difficulty and responsibility of work and the crafts, protective, and custodial schedule into 10 grades. Each grade is generally defined in terms of level of difficulty and responsibility of work and qualifications required to do work of that level. This method of legislative control over the content of each grade is used in existing law; however, the definitions are considerably improved over those in the present Classification Act.

Section 603: This section sets forth new compensation schedules for the general schedule, the crafts, protective, and custodial schedule, and the annual, full-time rates for part-time charwomen (\$2,400) and head charwomen (\$2,540).

Section 604: Subsection (a) of this section prescribes the method by which the existing grades of the Classification Act of 1923, as amended, are to be translated into corresponding new grades. The translation is to take place automatically, as prescribed by the bill. This provision is designed for smooth transition from the old to the new schedules. No existing grade is automatically translated into GS=16, 17, or 18 (see sec. 505).

Subsection (b) of this section specifies the rules by which existing pay rates are to be automatically adjusted to the new rates. The general principle is that employees are to retain the same relative place within the new grade range as they had within their former grade range. This principle, however, cannot be followed where the number of rates is not the same in both the old grade and the new grade, or where inequities or irregularities would result. Hence, some special transition rules are provided. These are given in paragraphs (2) to (11).

Paragraph (10) of subsection (b) is a general over-all saving clause. The intent is that no present employee's pay is to be reduced by reason of the transition from old to new schedules, so long as he remains in the same position and grade. When he vacates his position, any subsequent appointee to it would have his compensation fixed in accordance with the regular provisions of the act.

Section 605: This section guards against any increase provided by title VI being considered an equivalent increase for periodic step-increase purposes. An equivalent increase stops the running of the current waiting period of 52 or 78 weeks and begins a new waiting

period. This provision is customary; it was used in the salary increase acts of 1945, 1946, and 1948.

TITLE VII—STEP INCREASES

Title VII of the proposed bill provides for three types of step increases: (1) Periodic step increases under section 701, (2) rewards for superior accomplishment under section 702, and (3) step increases beyond the scheduled maximum rate of the grade under section 703. The first two types of step increases are step increases within the grade and are already authorized by existing law. However, the third is entirely new for employees under the Classification Act.

Section 701: This section makes changes in the language of existing law. "Fifty-two calendar weeks" has been substituted for "twelve months" and "seventy-eight calendar weeks" has been substituted for "eighteen months." This change conforms to the computation of pay rolls on a biweekly basis instead of a semimonthly basis. This pay-roll change was made by the Federal Employees Pay Act of 1945.

Paragraph (D) preserves the benefits of periodic step increases for employees whose continuous service is interrupted by service with the armed forces or by service in essential non-Government civilian employment during a period of war or national emergency. This, in more complicated form, is a provision of existing law. It has been generalized and rewritten for the sake of simplicity and clarity.

Section 702: This section authorizes an additional one-step increase as a reward for superior accomplishment. This is existing law except for minor changes in the language.

Section 703: This section provides a general plan for rewards for long, faithful, and satisfactory service, consisting of not to exceed three successive step increases, one every 3 years, beyond the scheduled maximum rate of an employee's grade, where the employee meets certain conditions of length and quality of service.

The provisions of the section apply to the first 10 grades only of the general schedule and to the 10 grades of the crafts, protective and custodial schedule.

For each such step increase the employee must have completed 3 years of continuous service at the maximum scheduled rate or at a rate in excess thereof, authorized by the section. He must have an efficiency rating of "good" or better. His current service and conduct must be certified by his department as being satisfactory. He shall have had in the aggregate at least 10 years of service in his present, or an equivalent, position. No period of 3 years shall count toward more than one such increase and not more than three successive increases may be awarded.

Subsection (c) states the rules for granting such step increases to an employee who, under section 604 (b) (10), section 1005 (b), or other provision of law, is already receiving a rate in excess of the scheduled maximum rate of his grade when he becomes eligible for a step increase beyond such maximum.

Section 704: This section provides that service immediately preceding the effective date of title VII shall, if the employee meets all the other conditions of eligibility, be counted toward (1) one periodic step increase and one additional step increase as a reward for superior accomplishment, or (2) step increases beyond the scheduled maximum

of the grade, as the case may be. The purpose of this section is to make sure that the usual rule against the retroactive effect of statutes will not deny any employee the benefits of service accrued up to the effective date of the bill, and still pending to his credit.

Section 705: This section provides that title VII shall not apply to persons appointed by the President, by and with the advice and consent of the Senate. This provision, which is already in existing law for periodic increases and rewards for superior accomplishment, recognizes that such persons should not be subject to the usual restrictions on step increases. Their appointments are frequently of limited duration, usually being more or less dependent upon changes in political administration. Usually it cannot be expected that such noncareer officials will serve the necessary period to receive full advantage of the step-increase plans. Hence, heads of departments should be left free to increase their compensation within their grades without regard to the time or other limitations of this title.

TITLE VIII—GENERAL COMPENSATION RULES

Section 801: This section provides that all new appointments shall be made at the minimum rate of the appropriate grade or class. This is existing law.

Section 802: Subsection (a) of this section authorizes the Commission to issue regulations governing the rate of basic compensation which an employee may be paid on transfer, promotion, demotion, reinstatement, reemployment, or other personnel change. At the present time these rates are determined by the departments and agencies partly by reference to regulations of the Commission and partly by reference to decisions of the Comptroller General, as they are issued from time to time as answers to questions in specific cases presented by the departments and agencies.

This new provision of law would permit the Commission to prepare a comprehensive, unified set of rules. Such rules, of course, would still be subject to decisions of the Comptroller General as to their legality and conformance with the other provisions of the bill.

Subsection (b) of section 802 provides that any officer or employee who is promoted or transferred to a position in a higher class or grade shall receive basic compensation at the lowest rate of the higher class or grade which is at least one step increase above his existing rate of basic compensation. If there is no rate in the higher class or grade which is at least one step increase above the employee's existing rate of basic compensation, he shall receive (a) the highest scheduled rate of such higher grade, or (b) his existing rate of basic compensation, if such existing rate is the higher.

At present, a promoted employee receives no immediate increase if he is already receiving a rate in the lower grade that also occurs in the higher grade. If he is receiving a rate in the lower grade that falls between two rates of the higher grade, he is promoted at the higher of these two rates.

In too many cases, accordingly, an employee who is promoted to greater responsibilities or more difficult duties receives no immediate increase in pay. This is not in accord with the commonly accepted principle that a promotion in pay should concurrently accompany a promotion in duties and responsibilities.

Subsection (b)* of section 802 corrects this situation.

Any such increase would be an "equivalent increase" within the meaning of section 701 and the employee would then begin a new 52-week or 78-week period required for another periodic within-grade step increase.

TITLE IX--EFFICIENCY RATINGS

With minor changes and improvements in language, title IX repeats the provisions of section 9 of the Classification Act of 1923, as amended by section 7 of the act of November 26, 1940.

Section 901: This section authorizes and directs the Civil Service Commission to establish, and review from time to time, uniform systems of efficiency rating. Such systems are to set forth certain degrees of efficiency which will constitute ground for recognition of outstanding performance, as well as for certain pay and personnel transactions, such as step increases, or removal from the position, or dismissal from the service. Departments are required to rate employees' performance of work in accordance with the systems established by the Commission. They are to be open to inspection by representatives of the Commission, and employees shall have a similar right including the right of each employee to inspect the detailed report of his own rating. When the efficiency ratings so warrant, reductions in compensation, removals from positions, or dismissals from the service shall be made by the departments in accordance with the Commission's regulations.

Section 902: This section continues the provisions of existing law for boards of review before whom an employee may appeal his efficiency rating. These boards consist of three members. One member serving as chairman is designated by the Commission; one member is designated by the department concerned; and one member is designated by employees in such manner as may be determined by the Commission, usually by an open election. Provision is made for the designation of alternate members in the same manner. The boards of review are required to consider and pass upon the merits of efficiency ratings when the case is submitted. Employees have the right to request a review of their efficiency ratings and a right to a hearing by the board. At such hearing, the employee, or his representative, and the department, or its representative, shall be afforded opportunity to submit orally, or in writing, any pertinent information and to hear or examine, and reply to, information submitted to the board by other parties. The board is authorized to make such adjustment in an appealed efficiency rating as it may find to be proper.

TITLE X--GENERAL PROVISIONS

Section 1001: This section authorizes the Commission to issue regulations for the administration of the bill.

Section 1002: This section provides for an annual report from the Commission to the President on the pay rates and the administration of the bill, and a report by the President to the Congress, based on the Commission's report, with such recommendations as the President may deem advisable.

Section 1003: This section continues provisions of existing law against discriminating, in the administration of the Classification Act, on account of sex, marital status, race, creed, or color.

Section 1004: This section continues provisions of existing law designed to safeguard against possible interferences with the veterans' preference provisions of other laws.

Section 1005: This section specifies effective dates. Generally, the bill is to take effect upon enactment. However, the compensation schedules, the step increase plans, the pay rules, and the repeal of existing pay laws are to become effective on the first day of the first pay period which begins after the date of enactment.

For positions which are not subject to the Classification Act immediately prior to the enactment of the bill, but to which the bill will apply, subsection (b) postpones the effective date to afford opportunity to make the necessary studies of the positions and place them in their proper classes and grades. The date would be specified by the Commission in each case or group of cases as the necessary work is completed, but would not be later than the first day of the first pay period beginning after 6 months following enactment of the bill.

The last sentence of this subsection safeguards present employees in such positions from possible reductions in pay due to their inclusion within the pay scales of the bill. The purpose of this saving clause (which applies to employees coming under the revised Classification Act for the first time) is the same as that of section 604 (b) (10), which applies to employees subject to the Classification Act.

Section 1006: This section provides that references in existing law to the Classification Act of 1923, as amended, shall be construed as references to this bill. References to specific grades of the Classification Act shall be construed as references to the corresponding grades of this bill. The purpose of this section is to avoid confusion in applying laws which apply to groups exempted by section 202 and which refer to the Classification Act or specific grades thereof as a general standard or limitation on administrative discretion. It is not the purpose of the section to add indirectly to the exemptions listed in title II.

Section 1007: This section is the customary appropriation authorization.

TITLE XI—MISCELLANEOUS PROVISIONS

Section 1101: This section raises the ceiling limitations of the Federal Employees Pay Acts of 1945, 1946, and 1948 from \$10,330 to \$10,500.

The ceiling rate specified in these laws is a limitation on the aggregate rate of compensation, i. e., the rate of basic compensation plus the rate of any extra compensation to which the employee may be entitled for overtime, night, or holiday work under titles II and III of the Federal Employees Pay Act of 1945, as amended. It is also an aggregate limitation on the aggregate compensation of employees in the legislative and judicial branches whose pay was increased by the Federal Employees Pay Act of 1945, as amended or supplemented, and to whom titles II and III of that Act do not apply.

Any change in the present ceiling rate for these groups would be prospective and would have no retroactive effect.

Section 1102. This section expressly repeals:

(1) The Classification Act of 1923, as amended. This is the original Classification Act, and its various amendments, which the bill completely supersedes.

(2) Public Resolution of June 7, 1924. This resolution corrected a clerical error in the rates of pay of two of the grades in the original Classification Act. When the rates were comprehensively revised in 1928, this resolution became obsolete.

(3) The Welch Act of May 28, 1928.

Section 1 of this act comprehensively revised the pay schedules of the Classification Act.

The pay schedules of the bill contained in title VI are intended, of course, to supersede the pay schedules of the Welch Act as amended and supplemented.

Section 2 of this act provided for a survey of field positions by the Personnel Classification Board. This survey was reported by the Board to Congress in 1929 and 1931.

Section 3 of this act authorized the departments and agencies to adjust the pay rates of field positions "so far as may be practicable," to correspond with Classification Act rates for positions in the District of Columbia. This authorization was superseded by a similar provision enacted in the Brookhart Act of 1930.

Section 4 of this act excluded from the Classification Act the prevailing-wage or production positions in the Government Printing Office covered by the Kiess Act of June 7, 1924. This exclusion is repeated in section 202 of the bill.

(4) The Brookhart Act of July 3, 1930.

Section 1 of this act revised the pay scales of some of the grades of the Classification Act.

The pay schedules of the bill contained in title VI supersede, of course, any revisions made in 1930 by this act, as supplemented or amended by the Pay Acts of 1945, 1946, and 1948.

Section 2 of this act authorized and directed the departments and agencies to adjust the pay rates of field positions "to correspond, so far as may be practicable," to Classification Act rates. This authorization and direction are existing law, but would be replaced by the provisions of the bill, especially those in titles II, V, and VI.

Section 3 of this act continued the unamended provisions of the Welch Act of May 28, 1928.

Section 4 of this act gave the Personnel Classification Board authority to review, on its own motion, the correctness of its own actions in placing positions in classes and grades in the departmental service (an authority which had been questioned by the General Accounting Office). This authority is paralleled, in the case of the Commission, by section 501 of the bill.

Sections 5 and 6 of this act authorized an appropriation for the Personnel Classification Board; and changed the form of its top organization. These provisions became obsolete in 1932, when the Personnel Classification Board was abolished and its functions and authority transferred to the Commission.

(5) Sections 505, 506, 507, 508, and 509 of the Economy Act of June 30, 1932. Section 505 abolished the Personnel Classification Board and transferred its duties, powers, and functions to the Commission. Section 506 dealt with the transfer of the Board's employees to the Commission. Section 507 provided for continuation of the effect of laws and regulations affecting the work of the Board. Section 508 transferred unexpended appropriations. Section 509 established an effective date of October 1, 1932.

This act is the source of the existing authority of the Commission to administer the Classification Act in the departmental service in the District of Columbia. Although the purposes of sections 506, 508, and 509 have been accomplished, sections 505 and 507 are existing law.

These sections are superseded by the provisions of the bill.

(6) Sections 3, 4, 5, and 6 of the Ramspeck Act of November 26, 1940.

Section 3 (a) provided a method whereby, upon survey and report by the Commission and Executive order of the President, the final jurisdiction of the Commission to place positions in classes and grades could be extended to positions in the field service. This subsection of section 3 is existing law (not being utilized) which is entirely superseded by the bill, especially titles II, IV, and V.

Section 3 (b) authorized the President to establish additional classification services and pay schedules. This is existing law, which is and should be superseded by title VI of the bill, which merges three existing services.

Section 3 (c) authorized the President to establish schedules of pay differentials for excessive isolation, hazard, or location outside the States and District of Columbia. Section 207 of the Independent Offices Appropriation Act for 1949, as amended, and Executive Order 10,000, September 16, 1948, have already superseded section 3 (c) of the 1940 act so far as employment in foreign countries, Territories, or possessions are concerned. Such differentials are separate problems, affecting positions within and outside of the bill, and hence require separate legislative treatment.

Section 3 (d) listed groups of positions or agencies to be exempted from the President's authority. All of these—except certain positions in the customs service and immigration inspectors—are exempted from the bill by the provisions of section 202.

Section 3 (e) guarded against discrimination on account of race, creed, or color. This provision is continued in section 1003 of the bill.

Section 4 authorized the President to exclude from the Classification Act certain positions or employments for which fixed grade schedules are not feasible or appropriate. These are covered as exemptions in section 202 of the bill.

Section 5 provided a transition method of making classifications and fixing pay when the extensions provided by section 3 (a) should take place.

Section 6 repeated the provisions of existing law with respect to safeguarding the veterans' preference rights and preventing possible interference with the civil-service rules respecting promotion. Preservation of veterans' preference rights is covered in section 1004 of the bill. The provision with respect to civil-service promotion rules is no longer necessary in view of rulings of the Comptroller General clearly distinguishing between reclassifying a position and requalifying its incumbent (24 Comp. Gen. 518, Jan. 12, 1945).

Section 7 created boards of review to decide efficiency rating appeals. This is repeated in the provisions of title IX of the bill.

(7) The Mead-Ramspeck Act of August 1, 1941. This is the original within-grade salary advancement or step increase law.

Section 2 of this act provided (a) a plan for periodic salary increases within the employee's grade, and (b) a plan for additional increases for especially meritorious service. These two step increase plans were

later revised in title IV of the Federal Employees Pay Act of 1945 and are completely superseded by sections 701, 702, 704, and 705 of the bill.

Section 3 of the bill authorized the extension of the uniform efficiency rating system to the field service "as nearly as is practicable." This provision is now superseded by Public Law 581, Seventy-ninth Congress, July 31, 1946.

Section 4 of this act established five rates of pay, instead of the previous three, for each of the two highest levels (without change of minimum or maximum rates of such levels). This revision of the construction of the top pay ranges is, of course, superseded by the pay schedules in title VI of the bill.

Section 5 of this act brought within the Classification Act certain positions in the customs service: verifiers, openers, and packers; guards, inspectors, and station inspectors. These positions would remain under the Classification Revision Act by the provisions of title II.

(8) The Custodial Pay Act of August 1, 1942.

Section 1 of this act revised the pay schedules for the first eight grades of the crafts, protective, and custodial service and the first two grades of the subprofessional service. This revision, as later amended and supplemented, is superseded by the new schedules in title VI of the bill.

Section 2 (a) of the act was a facilitating provision making the pay revisions applicable to the field service.

The remainder of section 2 of the act brought customs laborers under the Classification Act pay scales. This would be continued in effect under the provisions of title II of the bill.

Section 3 was intended to be a facilitating provision to place in effect higher grades which were proposed but which were stricken out of the bill before passage. It therefore had no meaning.

(9) Title IV of the Federal Employees Pay Act of 1945.

Section 401 of the Federal Employees Pay Act of 1945 authorized the Commission, under certain circumstances, to establish entrance rates higher than the minimum rate of the appropriate grade, but no higher than the middle rate of the grade. This authority has not been used.

Sections 402, 403, and 404 revised the step-increase plan. These provisions are superseded by those of title VII of the bill.

Section 405 raised the pay scales of the Classification Act. This revision of pay rates was superseded in 1946.

(10) Sections 2 and 12 of the Federal Employees Pay Act of 1946.

Section 2 raised the pay scales of the Classification Act. This revision of pay rates was superseded in 1948.

Section 12 of the act revised the pay scales of grades 9 and 10 of the crafts, protective, and custodial service. This revision was superseded in 1948 and is also, of course, superseded by the crafts, protective, and custodial schedule contained in title VI of the bill.

Section 1103: This is a general repealer. Among other things, its effect is to make sure that the pay scales of the Classification Act, as amended, and as supplemented by the \$330 increase provided by Public Law 900, Eightieth Congress, effective July 11, 1948, are completely replaced by those set forth in title VI of the bill. This

law is not repealed in the bill, because it applies to employees not under the bill, particularly in the postal service and in the legislative and judicial branches.

Another purpose of this section is to make sure that the bill repeals existing limitations on salaries of positions coming under the bill, such as collectors of internal revenue, and also provisions of prior law fixing specific salaries of less than \$15,000 for individual positions coming under the bill.

RECENT PAY INCREASE LEGISLATION

In recent years the pay rates for Federal employees under the Classification Act of 1923, as amended, have been adjusted upon three occasions. On July 1, 1945, the Federal Employees' Pay Act of 1945 became effective which granted an average increase of 15.9 percent. The range of increase varied from 20 percent at the floor of the schedules to 8.9 percent at the ceiling. On July 1, 1946, additional increases were authorized by the Federal Employees' Pay Act of 1946. This act granted an average increase of 14.2 percent and the range of increases varied from 25 percent in the lowest rate to 2 percent at the ceiling. The last increase was granted by the postal rate revision and Federal Employees' Pay Act of 1948, which became effective July 11, 1948, and granted a flat increase of \$330 per annum. The average increase was 11 percent and the range varied from 30.6 percent at the floor to 3.35 at the ceiling.

As shown in appendix C on page 49, the range of rate increases as a result of the three pay adjustments is from 95.8 percent at the lowest rate in the schedule to 14.8 percent at the ceiling, with an average increase of 46 percent.

The committee agrees with the Bureau of the Budget and the Civil Service Commission that the flat increases superimposed upon percentage increases have distorted the pay rates in those positions covered by the Classification Act of 1923, as amended. The adjustment proposed in H. R. 5931 will not only rectify the distorted pay rates of positions under the Classification Act, but also will provide an increase in compensation for those employees in the lower grades.

The reports of the Bureau of the Budget dated August 11, 1949, and the Civil Service Commission dated August 8, 1949, containing recommendations which were accepted by the committee with technical changes, with respect to H. R. 4169, the predecessor bill to the present legislation, are as follows:

EXECUTIVE OFFICE OF THE PRESIDENT,
BUREAU OF THE BUDGET,
Washington 25, D. C., August 11, 1949.

Hon. TOM MURRAY,
Chairman, Committee on Post Office and Civil Service,
House of Representatives, Washington 25, D. C.

MY DEAR MR. MURRAY: This is in reply to your letter of April 14, 1949, in which you request the comments of the Bureau of the Budget with respect to H. R. 4169, a bill to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

The bill is in many respects substantially similar to S. 1762 which was introduced in the Senate by Mr. Long. In our opinion, the provisions of S. 1762 are generally preferable in those instances where the two bills differ.

Specifically, titles I, II, III, IV, V, and VIII of H. R. 4169 are substantially the same as the comparable provisions of S. 1762. Only minor differences in wording occur. The Bureau of the Budget favors the provisions of these titles.

With respect to titles VI, VII, IX, and XI, we would like to offer the following comments:

Title VI: This title fixes the basic compensation schedules and defines the types of positions which would be allocated to the grades in the schedules. We believe that the compensation schedule would be improved if the number of rates for grades GS-11 through GS-14 were reduced from six rates with five \$200 steps, as provided in H. R. 4169, to five rates with four \$250 steps; and the rates for grades GS-15 through GS-17 reduced from five to three, with two \$500 steps instead of four \$250 steps. We would prefer that this be done so that the amount of the present within-grade steps for grades GS-11 through GS-14 would not be reduced and in order that the periodic pay increases for GS-15 through GS-17 be more consistent with the responsibility carried by positions at these levels.

Title VII. This title, in addition to making provision for within-grade step increases, provides for longevity step increases beyond the maximum rates of the various salary grades for meritorious service. In this connection, we would propose that the bill be amended to omit any reference to the efficiency rating system. If this were done, title VII of H. R. 4169 would conform to the provisions of title VII of S. 1762, as introduced. This recommendation is made in view of the fact that we would recommend elimination from H. R. 4169 of title IX dealing with efficiency ratings. Should the committee see fit to accept our recommendations with respect to title IX, the references to efficiency ratings in title VII as it is now written would have no meaning. Also, in connection with title VII, we would propose that the waiting period for the meritorious step increase governed by that title be reduced from 4 years to 3 years as provided by S. 1762, and further, that provision be made for such increase to be granted to employees in all grades except GS-18. We would propose also that any meritorious additional step increase beyond the maximum rate of the grade be authorized only subject to prior approval by the Civil Service Commission. In addition, in this connection, we would recommend that provision be made for reducing the salary of employees who have received additional step increases for meritorious service, when after an annual review, it is found that the employees have not continued to render such service. Also, this section should, in our opinion, be modified to provide that an employee must have had an aggregate of not less than 10 years of service in the position which he occupies or positions of equivalent or higher grade before he shall be eligible to receive additional step increases for meritorious service.

Title IX: This title provides for a modification of the present efficiency rating system. We believe this title should be eliminated from the bill. Our reason for this recommendation is that the efficiency rating system has broader coverage than the pay provisions of the bill. The Civil Service Commission, in its report on H. R. 4169, cites several reasons for the exclusion of this title from the bill. The Bureau of the Budget concurs in these reasons. As the committee is aware, efficiency ratings have been the subject of much discussion and concern on the part of employee groups and representatives of the departments and agencies. While it is desirable that some modification be made in the present system, we, as indicated above, concur with the Civil Service Commission in believing that these modifications should come as the result of a more thorough study of the subject as it relates not only to the rating of individual employees but to the provisions of the Veterans' Preference Act of 1944 in connection with reductions in force. It is primarily for these reasons that we would prefer to see efficiency ratings made the subject of a separate measure by the Congress.

Title XI: It is recommended that section 1101 carry the highest rate in the pay schedule to which the Civil Service Commission has authority to allocate positions. In the case of H. R. 4169, this would be \$14,000. If the committee does not feel that the maximum rate should be allowed in the case of persons being compensated for overtime services, whatever limitation in their judgment should be applied would not be objectionable.

We are therefore pleased to advise you that in our opinion the enactment of H. R. 4169 would greatly improve the classification system of the Federal Government. However, we believe that further improvement of the system would result should the committee accept the recommendations made above.

Sincerely yours,

F. J. LAWTON, *Acting Director.*

UNITED STATES CIVIL SERVICE COMMISSION,
Washington 25, D. C., August 8, 1949.

HON. TOM MURRAY,
Chairman, Committee on Post Office and Civil Service,
United States House of Representatives, Washington, D. C.

DEAR MR. MURRAY: In compliance with your request of April 14, 1949, previously acknowledged, we submit this report on H. R. 4169, a bill to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

The Classification Act of 1923, as amended, is the principal Federal statute governing rates of pay for Federal white-collar workers outside the postal service, and the Foreign Service under the State Department. As of July 1, 1948, the salaries of about 860,330 employees in the Federal Government and in the District of Columbia municipal government were fixed under its provisions. About 82 percent of these are in the field service and about 18 percent in the departmental service. Because of the fact that certain existing exemptions are not continued by the bill, we estimate that about 25,000 additional positions will be covered.

These 885,000 employees are located in nearly every department and agency, in the District of Columbia, each of the 48 States, Territories, and possessions, and in foreign countries. The work which they do covers a wide variety of occupations and activities—professional, scientific, technical, administrative, supervisory, clerical, maintenance, and protective. All levels of difficulty and responsibility are represented, from that of a routine clerical worker to that of a bureau head or the head of a regional or other office in the field service.

Originally enacted on March 4, 1923, effective July 1, 1924, the Classification Act has been amended or directly supplemented by the provisions of 11 other acts of Congress, and indirectly amended, supplemented, or referred to by the provisions of many other statutes, including organic and appropriation acts.

Because of the repeated amendment of various parts of the basic act and the supplemental effect of later law, it is highly desirable from an operating and a legal standpoint to bring together the provisions of existing law and to eliminate those provisions which are obsolete or which have been completely executed.

More important than this is the desirability of reviewing and improving the policies underlying the provisions of the Classification Act and the procedures required by existing law, with a view to bringing such policies closer to the needs of the Government as now constituted and simplifying and coordinating such procedures.

In general, H. R. 4169 is intended to secure these objectives. Many parts of the bill, particularly titles I, II, III, IV, V, and VIII are entirely in accord with the Commission's views.

We have, however, some recommendations to make and some suggestions to offer that we think will improve the bill and aid toward its enactment. These are given below.

Title IX, efficiency ratings.—We strongly recommend that title IX of the bill be omitted and that the question of how efficiency ratings are to be made and used be considered in a separate measure.

Our reasons for regarding this subject as one requiring a separate bill are as follows:

1. The logical and feasible coverage of H. R. 4169, in terms of agencies and positions, is not broad enough for adequate consideration of the efficiency rating problem. The bill covers certain groups of white-collar workers and a group of crafts and trades engaged largely in building maintenance and operation. Because it is designed as a position classification and pay statute, and because of practical legislative and administrative factors, large groups of employees are properly not covered. However, the problem of appraising employee performance—whether such appraisals are expressed as efficiency ratings or otherwise—is, and should be, service-wide and is, and should be, closely interlocked with efficient and productive management in all departments and agencies, whether under the Classification Act or not. Thus, a legislative measure of broader coverage is more appropriate.

2. As a matter of fact, the present coverage of efficiency rating plans approved by the Commission must, under existing law, be broader than the feasible coverage of any bill proposing to revise the other provisions of the Classification Act. Public Law 581, Seventy-ninth Congress, approved July 31, 1946, provides that no employee in the executive branch, save only in the postal field service and in

the Tennessee Valley Authority, shall be rated as to efficiency except under a system of efficiency ratings approved by the Commission. It also extends to groups not under the Classification Act and not under H. R. 4169, the right to appeal their efficiency ratings to boards of review created pursuant to section 7 of the act of November 26, 1940. Thus, groups to which the position classification and pay provisions of H. R. 4169 could not apply should, nevertheless, be subject to any general legislative plan for making and using evaluations of how well employees do their work.

3. The subject matter of H. R. 4169 essentially consists of position classification and salary administration, whereas a proper legislative arrangement for evaluating employee performance should explore many other aspects of personnel administration and certain relations to general management. The use of efficiency ratings in salary administration is but a small part of the problem. Emphasis in that direction has tended to obscure the more important relations to effective management and the opportunity to improve the service through better teamwork of employees and supervisors. Moreover, the question of what should be the general standards and the uses of plans for appraising employee performance involves not only provisions for step increases on merit, but also dismissals for incompetency, and separations on account of reductions in force—matters which logically are outside the scope of a position classification and pay bill.

4. The use of employee performance appraisals in reductions in force involves consideration of the existing provisions of section 12 of the Veterans' Preference Act of 1944. That section requires consideration of efficiency ratings among other factors and prescribes an efficiency rating of "good" or better as a condition of retention of a veteran in preference to the retention of any nonveteran in the same kind of work. Thus, the question of materially revising section 9 of the Classification Act of 1923, as amended, or title IX of the bill, is inseparably connected with the question of revising the language of section 12 of the Veterans' Preference Act, which is legislation of much broader coverage than the Classification Act or H. R. 4169.

5. This problem with its various ramifications is in itself a major subject for improvement of the efficiency of the service. It deserves thorough and separate consideration, dissociated from the many topics involved in passing upon any position classification and pay bill.

Title II, coverage and exemptions.—The general plan of title II is to express a comprehensive general coverage in section 201, subject to specific exemptions in section 202. Thus, in order for a department, or a group of positions or employees in or under a department, to be exempted from the bill, an express exemption must be found, either in section 202 or in some other express provision of future law.

We appreciate that changes in title II may be found to be entirely appropriate, when demonstrated during committee hearings or by comments of the departments and agencies or employee groups. Some requests undoubtedly will be made for the continuance of existing exemptions that the bill would repeal. Perhaps, because of the new upper structure of the pay schedules and the new method of operation proposed in the bill, some groups, now exempt, will seek to be covered. In any event, we believe that the bill effectively weakens two reasons commonly cited as a basis for general exemptions from the Classification Act: (1) The top rates are not high enough to attract and retain professional, scientific, and executive personnel of the required caliber; and (2) the requirement in the departmental service for prior action by the Commission in individual cases makes for delay in filling positions.

Crafts, trades, and labor groups now paid according to prevailing rate schedules are exempted from the bill. However, somewhat similar groups now paid annual salaries under the Classification Act are not exempt. These comprise largely crafts, trades, and labor employees engaged in the operation and maintenance of public buildings and associated equipment or working in scientific or engineering laboratories as aides to scientists or engineers. Under the bill, their basic rates are set by the crafts, protective, and custodial schedule established in title VI. At some future time, when a bill to provide for coordination of the wage-board operations of the various departments and agencies is being studied, it would be well to consider the desirability of fixing, under wage-board procedure, the wage rates of all blue-collar workers, including those who maintain and operate public buildings and associated equipment.

The clerical-mechanical employees of the Bureau of Engraving and Printing, 3,864 in number (as of July 1, 1948), are excluded from the bill. Their wages would be fixed and adjusted from time to time with reference to prevailing rates by a wage board—a long-standing policy of the Government with respect to

workers on manufacturing or mechanical-processing operations. This is the only numerically significant group now subject to the Classification Act that would be taken out of that act by the bill.

At the present time, this group of employees, entirely in the Bureau of Engraving and Printing, is under the clerical-mechanical service of the Classification Act. This service has a special schedule consisting of four grades, each grade having two hourly rates—a minimum and a maximum.

The Bureau of Engraving and Printing is essentially a manufacturing or industrial establishment. It employs highly skilled craftsmen whose wages are fixed on a prevailing-rate basis, usually in conformity with changes in Government Printing Office rates for similar occupations. The clerical-mechanical employees correspond to the skilled helpers in an industrial shop. They include, among others, plate printer's assistants, counters and examiners of the product of printing processes (such as currency and bonds), press feeders, operators of various machines, press helpers, and truckers.

Obviously, there should be a close relation between the pay rates for this group on the one hand and pay rates for skilled craftsmen in the same Bureau or pay rates generally in the Government Printing Office, on the other. This relation can be secured only by bringing the wage policy and method for the group concerned into line with existing wage policy and method for the related groups.

Hence, we believe the bill proposes an entirely logical step in taking this group out of a statutory schedule plan and placing it under wage schedule procedure.

Title VI, basic compensation schedules.—We recommend that another grade (GS-19) be added to the general schedule, paying \$16,000, to be used only by the President for bureau head or other positions which in his judgment are equal in value to other positions for which a rate of \$16,000 or more is fixed by other law. We refer, of course, to the possibility of the \$16,000 floor of S. 498 becoming law. At the same time we appreciate that the floor of H. R. 1689 is at present \$15,000.

We agree with the general principle that the floor of a general top-bracket pay bill, as enacted, should be the ceiling of a revised Classification Act schedule.

If a grade GS-19, \$16,000, for the use of the President is adopted, the figure "18" in section 505 (b), line 7, page 13, should be changed to 19, and grade 18 should be added to the coverage of section 505 (a).

We would also prefer that grades GS-11, 12, 13, and 14 be five-rate grades, with four steps of \$250 each, instead of six-rate grades, with five steps of \$200 each; and that grades GS-15, 16, and 17 be three-rate grades with two steps of \$500 each, instead of five-rate grades with four steps of \$250 each.

Although the spread between the minimums and maximums in each case would be the same, the effect, compared to existing law, is undesirable. In grades GS-11, 12, 13, and 14 the steps are now \$250.20, \$239.40, \$239.40, and \$299.25, respectively. Consequently, in these grades H. R. 4169 substantially decreases the amount of the within-grade steps, and lengthens the time from 6 years at present to 7½ years under the bill—required for an employee to progress through the grade by periodic step increases.

Title VII, step increases.—In conformity with our recommendation to omit reference to efficiency ratings, we further recommend:

(1) Striking out, on page 36, all of paragraph (B), the word "otherwise" in paragraph (C), and all of subsection (b).

(2) Striking out, on page 38, from paragraph (2) of subsection (b) the words "his current efficiency rating is 'good' or better than 'good', and"; and the word "otherwise" in line 14.

With reference generally to section 703, we recommend the following changes:

(1) Make such increases dependent upon meritorious service, to be certified to by the department, rather than upon an efficiency rating.

(2) Make the retention of such increases dependent upon the results of annual reviews of the employee's work. If his service is found to be no longer meritorious, his salary should be reduced by the amount of the last longevity increase he received.

(3) Make the award of such increases dependent upon prior approval of the Commission, or delegation of authority to the departments, under standards issued by the Commission, in the same manner as rewards for superior accomplishment are now granted.

(4) Permit the longevity step increase plan, as thus amended, to apply to all grades up to and including GS-17.

(5) Change the period of service necessary from 4 years to 3 years and require also that the employee shall have had an aggregate of at least 10 years of Federal service.

Title X, general provisions.—The last sentence of subsection (b) of section 1005 (p. 46, lines 2–10) safeguards present employees from possible reductions in pay due to their inclusion within the pay scales of the bill. This saving clause applies to employees coming under the revised Classification Act for the first time after enactment of the bill. Its purpose is the same as that of section 604 (b) (10), which applies to employees subject to the Classification Act at the time of enactment of the bill.

We suggest wording both saving clauses in the same way. This can be done by striking out the words “authorized by law” in section 604 (b) (10), and the words “except by reason of the operation of Title V,” in section 1005.

Title XI, miscellaneous provisions.—Section 1101 raises the ceiling limitations of the Federal Employees Pay Acts of 1945, 1946, and 1948 from \$10,330 to \$10,500.

The ceiling rate specified in these laws is a limitation on the aggregate rate of compensation, i. e., the rate of basic compensation plus the rate of any extra compensation to which the employee may be entitled for overtime, night, or holiday work under titles II and III of the Federal Employees Pay Act of 1945, as amended. It is also a limitation on the aggregate compensation of employees in the legislative and judicial branches whose pay was increased by the Federal Employees Pay Act of 1945, as amended or supplemented, and to whom titles II and III of that act do not apply.

As to positions to which title VI of the bill applies, the ceiling rate of \$10,500 specified in the bill does not affect the application of the basic rates specified in the pay schedules of title VI. However, it does affect the application of titles II and III of the Federal Employees Pay Act of 1945, as amended, to such positions. The effect is that no employee in such a position can receive for any pay period any extra pay for overtime, night, or holiday work to the extent that such extra pay would cause his aggregate compensation for that pay period to exceed a rate of \$10,500 per annum. We have no objection to such a limitation.

However, as to positions to which title VI of the bill does not apply—namely, those in the legislative and judicial branches—we venture the suggestion that \$10,500 does not seem a logical ceiling for these two groups. Heretofore, it has been customary to use the same ceiling for positions within and outside of the Classification Act. If this precedent is to be followed, the ceiling rate of the Federal Employees Pay Acts should be raised by section 1101 to \$15,000 or \$14,000, the latter being the highest salary within the authority granted to the Commission in the bill.

In any event, the figure used in section 1101, \$10,500, is not the maximum rate of any grade specified in title VI; it is the middle rate of grade GS-15. This is the highest grade in which the departments, under the bill, may place positions without prior approval of the Commission. It seems to the Commission that if \$15,000 or \$14,000 cannot be approved as a new ceiling for the groups concerned outside title VI, the maximum rate of GS-15—namely, \$11,000—should be selected.

In conformity with our previous recommendation to omit title IX from the bill and consider in a separate bill the problem of changing section 9 of the Classification Act, as amended, certain drafting changes are appropriate in section 1102.

These are:

(1) In paragraph (1), page 47, line 3, after the word “amended”, insert the words, “except section 9 thereof, as amended.”

(2) In paragraph (6), page 47, line 12, following the figure “6” strike out the comma and the words “and 7” and insert “and” before “6”.

Also, of course, if our recommendation is adopted Titles X and XI would be renumbered “IX” and “X”.

Another technical change which possibly may be necessary is to add to paragraph (1) of section 1102 two sentences reading as follows:

“Whenever reference is made in any other law to the Classification Act of 1923, as amended, such reference shall be held and considered to mean this Act and section 9 of the Classification Act of 1923, as amended. Whenever reference is made in any other law to a grade of the Classification Act of 1923, as amended, such reference shall be held and considered to mean the corresponding grade shown in section 604 of this Act.”

The purpose of this suggestion is to avoid possible legal questions caused by references in other laws to a set of repealed statutory provisions.

There are many provisions of existing law that refer to the “Classification Act of 1923, as amended.” For example, section 15 of Public Law 600, August 2, 1946,

governing the employment of temporary and intermittent experts or consultants without regard to the Classification Act, among other things, limits the salary rate which can be paid such employees in agencies subject to the Classification Act to the maximum rate payable under that act. Public Law 597, June 3, 1948, which appropriates funds for the Federal judiciary for the fiscal year 1949 requires that the salaries of secretaries and clerks in that branch of the Government conform to specified grades of the Classification Act, although they are not subject to that act. The Administrative Procedures Act of June 11, 1946, the Commodity Credit Charter Act of June 29, 1948, and Public Law 489, April 20, 1948, concerning the compensation of members of the Alcoholic Beverage Control Board of the District of Columbia, specifically provide that certain positions shall be compensated in accordance with the Classification Act of 1923, as amended.

On the whole, H. R. 4169 is a bill of much merit. With the amendments we have recommended, it would, in our opinion, be a better bill, deserving of the support of the Commission and the executive branch generally.

The Bureau of the Budget advises there is no objection to the submission of this report.

By direction of the Commission.

Very sincerely,

JAMES M. MITCHELL, *Acting President.*

CHANGES IN EXISTING LAW

In compliance with paragraph 2a of rule XIII of the Rules of the House of Representatives, changes in existing law made by the bill, as introduced, are shown as follows (existing law proposed to be omitted is enclosed in black brackets, new matter is printed in italics, existing law in which no change is proposed is shown in roman):

[PUBLIC—No. 516—67TH CONGRESS]

[H. R. 8928]

[AN ACT To provide for the classification of civilian positions within the District of Columbia and in the field services.]

[*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as "The Classification Act of 1923."*]

[SEC. 2. That the term "compensation schedules" means the schedules of positions, grades, and salaries, as contained in section 13 of this Act.]

[The term "department" means an executive department of the United States Government, a governmental establishment in the executive branch of the United States Government which is not a part of an executive department, the municipal government of the District of Columbia, the Botanic Garden, Library of Congress, Library Building and Grounds, Government Printing Office, the Smithsonian Institution, and the Office of the Architect of the Capitol.]

[The term "the head of the department" means the officer or group of officers in the department who are not subordinate or responsible to any other officer of the department.]

[The term "position" means a specific civilian office or employment, whether occupied or vacant, in a department other than the following: Offices or employments in the Postal Service; teachers, librarians, school attendance officers, and employees of the community center department under the Board of Education of the District of Columbia; officers and members of the Metropolitan police, the fire department of the District of Columbia, and the United States park police; and the commissioned personnel of the Coast Guard, the Public Health Service, and the Coast and Geodetic Survey.]

[The term "employee" means any person temporarily or permanently in a position.]

[The term "service" means the broadest division of related offices and employments.]

[The term "grade" means a subdivision of a service, including one or more positions for which approximately the same basic qualifications and compensations are prescribed, the distinction between grades being based upon differences in the importance, difficulty, responsibility, and value of the work.]

[The term "class" means a group of positions to be established under this act sufficiently similar in respect to the duties and responsibilities thereof that the

same requirements as to education, experience, knowledge, and ability are demanded of incumbents, the same tests of fitness are used to choose qualified appointees, and the same schedule of compensation is made to apply with equity.

[The term "compensation" means any salary, wage, fee, allowance, or other emolument paid to an employee for service in a position.

[SEC. 3. The Commission shall make all necessary rules and regulations not inconsistent with the provisions of this Act and provide such subdivisions of the grades contained in section 13 hereof and such titles and definitions as it may deem necessary according to the kind and difficulty of the work. Its regulations shall provide for ascertaining and recording the duties of positions and the qualifications required of incumbents, and it shall prepare and publish an adequate statement giving (1) the duties and responsibilities involved in the classes to be established within the several grades, illustrated where necessary by examples of typical tasks, (2) the minimum qualifications required for the satisfactory performance of such duties and tasks, and (3) the titles given to said classes. In performing the foregoing duties, the Commission shall follow as nearly as practicable the classification made pursuant to the Executive order of October 24, 1921. The Commission may from time to time designate additional classes within the several grades and may combine, divide, alter, or abolish existing classes. Department heads shall promptly report the duties and responsibilities of new positions to the Commission. The Commission shall make necessary adjustments in compensation for positions carrying maintenance and for positions requiring only part-time service.

[In subdividing any grade into classes of positions, as provided in the foregoing paragraph, the Civil Service Commission, whenever it deems such action warranted by the nature of the duties and responsibilities of a class of positions in comparison with other classes in the same grade, and in the interests of good administration, is authorized to establish for any such class a minimum rate, which shall be one of the pay rates, but not in excess of the middle rate, of that grade as set forth in section 13 of this Act, as amended. Whenever the Commission shall find that within the same Government organization and at the same location gross inequities exist between basic per annum rates of pay fixed for any class of positions under this Act and the compensation of employees whose basic rates of pay are fixed by wage boards or similar administrative authority serving the same purpose, the Commission is hereby empowered, in order to correct or reduce such inequities, to establish as the minimum rate of pay for such class of positions any rate not in excess of the middle rate within the range of pay fixed by this Act for the grade to which such class of positions is allocated. For the purposes of this section the fourth rate of a six-rate grade shall be considered to be the middle rate of that grade. Minimum rates established under this paragraph shall be duly published by regulation and, subject to the foregoing provisions, may be revised from time to time by the Commission. The Commission shall make a report of such actions or revisions with the reasons therefor to Congress at the end of each fiscal year. Actions by the Civil Service Commission under this paragraph shall apply to both the departmental and field services and shall have the force and effect of law.

[SEC. 4. That after consultation with the Commission, and in accordance with a uniform procedure prescribed by it, the head of each department shall allocate all positions in his department in the District of Columbia to their appropriate grades in the compensation schedules and shall fix the rate of compensation of each employee thereunder, in accordance with the rules prescribed in section 6 herein. Such allocations shall be reviewed and may be revised by the Commission and shall become final upon their approval by said Commission. Whenever an existing position or a position thereafter created by law shall not fairly and reasonably be allocable to one of the grades of the several services described in the compensation schedules, the Commission shall adopt for such position the range of compensation prescribed for a grade, or a class thereof, comparable therewith as to qualifications and duties.

[In determining the rate of compensation which an employee shall receive, the principle of equal compensation for equal work irrespective of sex shall be followed.

[SEC. 5. That the compensation schedules shall apply only to civilian employees in the departments within the District of Columbia and shall not apply to employees in positions the duties of which are to perform or assist in apprentice, helper, or journeyman work in a recognized trade or craft and skilled and semiskilled laborers, except such as are under the direction and control of the custodian of a public building or perform work which is subordinate, incidental,

or preparatory to work of a professional, scientific, or technical character. The Board shall make a survey of the field services and shall report to Congress at its first regular session following the passage of this act schedules of positions, grades, and salaries for such services, which shall follow the principles and rules of the compensation schedules herein contained insofar as these are applicable to the field services. This report shall include a list prepared by the head of each department, after consultation with the Board and in accordance with a uniform procedure prescribed by it, allocating all field positions in his department to their approximate grades in said schedules and fixing the proposed rate of compensation of each employee thereunder in accordance with the rules prescribed in section 6 herein.

【SEC. 6. That in determining the compensation to be established initially for the several employees the following rules shall govern:

【1. In computing the existing compensation of an employee, any bonus which the employee receives shall be included.

【2. If the employee is receiving compensation less than the minimum rate of the grade or class thereof in which his duties fall, the compensation shall be increased to that minimum rate.

【3. If the employee is receiving compensation within the range of salary prescribed for the appropriate grade at one of the rates fixed therein, no change shall be made in the existing compensation.

【4. If the employee is receiving compensation within the range of salary prescribed for the appropriate grade, but not at one of the rates fixed therein, the compensation shall be increased to the next higher rate.

【5. If the employee is not a veteran of the Civil War, or a widow of such veteran, and is receiving compensation in excess of the range of salary prescribed for the appropriate grade, the compensation shall be reduced to the rate within the grade nearest the present compensation.

【6. All new appointments shall be made at the minimum rate of the appropriate grade or class thereof.

【SEC. 7. (a) Increases in compensation shall be allowed upon the attainment and maintenance of the appropriate efficiency ratings, to the next higher rate within the salary range of the grade: *Provided, however,* That in no case shall the compensation of any employee be increased unless Congress has appropriated money from which the increase may lawfully be paid, nor shall the rate for any employee be increased beyond the maximum rate for the grade to which his position is allocated. Nothing herein contained shall be construed to prevent the promotion of an officer or employee from an office or position in one class to a vacant office or position in a higher class at any time in accordance with civil-service laws, and when so promoted the officer or employee shall receive compensation according to the schedule established for the class to which he is promoted.

【(b) All employees compensated on a per annum basis, and occupying permanent positions within the scope of the compensation schedules fixed by this Act, who have not attained the maximum rate of compensation for the grade in which their positions are respectively allocated, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of (1) each twelve months of service if such employees are in grades in which the compensation increments are less than \$200, or (2) each eighteen months of service if such employees are in grades in which the compensation increments are \$200 or more, subject to the following conditions:

【(1) That no equivalent increase in compensation from any cause was received during such period, except increase made pursuant to subsection (f) of this section;

【(2) That an employee shall not be advanced unless his current efficiency is "good" or better than "good";

【(3) That the service and conduct of such employee are certified by the head of the department or agency or such official as he may designate as being otherwise satisfactory; and

【(4) That any employee, (A) who, while serving under permanent, war service, temporary, or any other type of appointment, has left his position to enter the armed forces or the merchant marine, or to comply with a war transfer as defined by the Civil Service Commission, (B) who has been separated under honorable conditions from active duty in the armed forces, or has received a certificate of satisfactory service in the merchant marine, or has a satisfactory record on war transfer, and (C) who, under regulations of the Civil Service Commission or the provisions of any law providing for restoration or reemployment, or under any other administrative procedure

with respect to employees not subject to civil service rules and regulations, is restored, reemployed, or reinstated in any position subject to this section, shall upon his return to duty be entitled to within-grade salary advancements without regard to paragraphs (2) and (3) of this subsection, and to credit such service in the armed forces, in the merchant marine, and on war transfer, toward such within-grade salary advancements. As used in this paragraph the term "service in the merchant marine" shall have the same meaning as when used in the Act entitled "An Act to provide reemployment rights for persons who leave their positions to serve in the merchant marine, and for other purposes," approved June 23, 1943 (U. S. C., 1940 edition, Supp. IV, title 50 App., secs. 1471 to 1475, inc.).

[(c) The term "good" as used herein shall be defined in accordance with the systems of efficiency rating established pursuant to section 9 of the Classification Act of 1923, as amended.

[(d) For the purposes of this section, the fourth salary rate in grades 2 and 3 of the crafts, protective and custodial service shall be considered the middle rate.

[(e) Employees eligible under subsection (b) for compensation advancement by reason of service immediately preceding the effective date of this amendment shall be advanced to the next higher rate of compensation within the grade to which their positions are respectively allocated at the beginning of the next quarter immediately following the effective date of this amendment.

[(f) Within the limit of available appropriations, as a reward for superior accomplishment, under standards to be promulgated by the Civil Service Commission, and subject to prior approval by the Civil Service Commission, or delegation of authority as provided in subsection (g), the head of any department or agency is authorized to make additional within-grade compensation advancements, but any such additional advancements shall not exceed one step and no employee shall be eligible for more than one additional advancement hereunder within each of the time periods specified in subsection (b). All actions under this subsection and the reasons therefor shall be reported to the Civil Service Commission. The Commission shall present an annual consolidated report to the Congress covering the numbers and types of actions taken under this subsection.

[(g) The Civil Service Commission is hereby authorized to issue such regulations as may be necessary for the administration of this section. In such regulations the Commission is hereby empowered, in its discretion, to delegate to the head of any department or agency, or his designated representative, the authority to approve additional within-grade compensation advancements provided for in subsection (f), without prior approval in individual cases by the Commission. The Commission is also authorized to withdraw or suspend such authority from time to time, whenever post-audit of such actions by the Commission indicates that standards promulgated by the Commission have not been observed.

[(h) The provisions of subsections (b) to (f), both inclusive, of this section shall not apply to the compensation of persons appointed by the President, by and with the advice and consent of the Senate.

[Sec. 8. That nothing in this Act shall modify or repeal any existing preference in appointment or reduction in the service of honorably discharged soldiers, sailors, or marines, under any existing law or any Executive order now in force.

[Sec. 9. That the Commission shall review and may revise uniform systems of efficiency rating established or to be established for the various grades or classes thereof, which shall set forth the degrees of efficiency which shall constitute ground for (a) increase in the rate of compensation for employees who have not attained the maximum rate of the class to which their positions are allocated, (b) continuance at the existing rate of compensation without increase or decrease, (c) decrease in the rate of compensation for employees who at the time are above the minimum rate for the class to which their positions are allocated and (d) dismissal.

[The head of each department shall rate in accordance with such systems the efficiency of each employee under his control or direction. The current ratings for each grade or class thereof shall be open to inspection by the representatives of the Commission and by the employees of the department under conditions to be determined by the Commission after consultation with the department heads.

[Reductions in compensation and dismissals for inefficiency shall be made by heads of departments in all cases whenever the efficiency ratings warrant, as provided herein, subject to the approval of the Commission.

[The Commission may require that one copy of such current ratings shall be transmitted to and kept on file with the Commission.

Under such regulations as may be prescribed by the Civil Service Commission with the approval of the President—

[There shall be established in each Department one or more boards of review, each of which shall be composed of three members, the chairman to be designated by the Civil Service Commission, one of the other members to be designated by the head of the Department concerned, and the third member to be designated by the employees of the Department concerned in such manner as may be determined by the Civil Service Commission. The boards of review shall meet at the call of their respective chairmen for the purpose of considering and passing upon the merits of such efficiency ratings assigned to employees as may be submitted to such boards of review as hereinafter provided. Any employee shall, upon written request to the chairman of the appropriate board of review of his department, be entitled, as a matter of right, to a hearing and a review by such board of review of his efficiency rating. At such hearing such employee and his representative, and such representatives of the Department as may be designated by the head thereof, shall be afforded an opportunity to submit orally or in writing any information deemed by the board of review to be pertinent to the case, and shall be afforded an opportunity to hear or examine, and reply to, information submitted to such board by other parties. After any such hearing, the board of review may make such adjustments in any such efficiency rating as it may find to be proper.

[The Civil Service Commission and heads of departments are authorized and directed to take such action as will apply the provisions of this section uniformly to all employees occupying positions within the compensation schedules fixed by this act as nearly as is practicable.

[SEC. 10. That, subject to such rules and regulations as the President may from time to time prescribe, and regardless of the department or independent establishment in which the position is located, an employee may be transferred from a position in one grade to a vacant position within the same grade at the same rate of compensation, or promoted to a vacant position in a higher grade at a higher rate of compensation, in accordance with civil-service rules, any provision of existing statutes to the contrary notwithstanding: *Provided*, That nothing herein shall be construed to authorize or permit the transfer of an employee of the United States to a position under the municipal government of the District of Columbia, or an employee of the municipal government of the District of Columbia to a position under the United States.

[SEC. 11. That nothing contained in this Act shall be construed to make permanent any temporary appointments under existing law.

[SEC. 12. That it shall be the duty of the Commission to make a study of the rates of compensation provided in this act for the various services and grades with a view to any readjustment deemed by said Commission to be just and reasonable. Said Commission shall, after such study and at such subsequent times as it may deem necessary, report its conclusions to Congress with any recommendations it may deem advisable.

[SEC. 13. That the compensation schedules be as follows:

[PROFESSIONAL AND SCIENTIFIC SERVICE]

[The professional and scientific service shall include all classes of positions the duties of which are to perform routine, advisory, administrative, or research work which is based upon the established principles of a profession or science, and which requires professional, scientific, or technical training equivalent to that presented by graduation from college or university of recognized standing.

[Grade 1 in this service, which may be referred to as the junior professional grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, simple and elementary work requiring professional, scientific, or technical training as herein specified but little or no experience.

[The annual rates of compensation for positions in this grade shall be \$2,974.80, \$3,100.20, \$3,225.60, \$3,351, \$3,476.40, \$3,601.80, and \$3,727.20.

[Grade 2 in this service, which may be referred to as the assistant professional grade, shall include all classes of positions the duties of which are to perform, under immediate or general supervision, individually or with a small number of subordinates, work requiring professional, scientific, or technical training as herein specified, previous experience, and, to a limited extent, the exercise of independent judgment.

[The annual rates of compensation for positions in this grade shall be \$3,727.20, \$3,852.60, \$3,978, \$4,103.40, \$4,228.80, \$4,354.20, and \$4,479.60.

【Grade 3 in this service, which may be referred to as the associate professional grade, shall include all classes of positions the duties of which are to perform, individually or with a small number of trained assistants, under general supervision but with considerable latitude for the exercise of independent judgment, responsible work requiring extended professional, scientific, or technical training and considerable previous experience.

【The annual rates of compensation for positions in this grade shall be \$4,479.60, \$4,605, \$4,730.40, \$4,855.80, \$4,981.20, \$5,106.60, and \$5,232.

【Grade 4 in this service, which may be referred to as the full professional grade, shall include all classes of positions the duties of which are to perform, under general supervision, difficult and responsible work requiring considerable professional, scientific, or technical training and experience, and the exercise of independent judgment.

【The annual rates of compensation for positions in this grade shall be \$5,232, \$5,482.80, \$5,733.60, \$5,984.40, and \$6,235.20.

【Grade 5 in this service, which may be referred to as the senior professional grade, shall include all classes of positions the duties of which are to perform, under general administrative supervision, important specialized work requiring extended professional, scientific, or technical training and experience, the exercise of independent judgment, and the assumption of responsibility for results, or for the administration of a small scientific or technical organization.

【The annual rates of compensation for positions in this grade shall be \$6,235.20, \$6,474.60, \$6,714, \$6,953.40, and \$7,192.80, unless a higher rate is specifically authorized by law.

【Grade 6 in this service, which may be referred to as the principal professional grade, shall include all classes of positions the duties of which are to act as assistant head of major professional or scientific organization, or to act as administrative head of major subdivision of such an organization, or to act as head of small professional or scientific organization, or to serve as consulting specialist, or independently to plan, organize, and conduct investigations in original research or development work in a professional, scientific, or technical field.

【The annual rates of compensation for positions in this grade shall be \$7,432.20, \$7,671.60, \$7,911, \$8,150.40, and \$8,389.80, unless a higher rate is specifically authorized by law.

【Grade 7 in this service, which may be referred to as the head professional grade, shall include all classes of positions the duties of which are to act as assistant head of one of the largest and most important professional or scientific bureaus, or to act as the scientific, and administrative head of a major professional or scientific bureau, or to act as professional consultant to a departmental head or a commission or board dealing with professional, scientific, or technical problems, or to perform professional or scientific work of equal importance, difficulty, and responsibility.

【The annual rates of compensation for positions in this grade shall be \$8,509.50, \$8,808.75, \$9,108, \$9,407.25, and \$9,706.50, unless a higher rate is specifically authorized by law.

【Grade 8 in this service, which may be referred to as the chief professional grade, shall include all classes of positions the duties of which are to act as the administrative head of one of the largest and most important professional or scientific bureaus, or to perform professional or scientific work of equal importance, difficulty, and responsibility.

【The annual rates of compensation for positions in this grade shall be \$10,305 and \$10,330, unless a higher rate is specifically authorized by law.

【Grade 9 in this service, which may be referred to as the special professional grade, shall include all positions which are or may be specifically authorized or appropriated for at annual rates of compensation in excess of \$10,330.

【SUBPROFESSIONAL SERVICE

【The subprofessional service shall include all classes of positions the duties of which are to perform work which is incident, subordinate, or preparatory to the work required of employees holding positions in the professional and scientific service, and which requires or involves professional, scientific, or technical training of any degree inferior to that represented by graduation from a college or university of recognized standing.

【Grade 1 in this service, which may be referred to as the minor subprofessional grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, the simplest routine work in a professional, scientific, or technical organization.

【The annual rates of compensation for positions in this grade shall be \$2,020, \$2,086, \$2,152, \$2,218, \$2,284, \$2,350, and \$2,423.04.

【Grade 2 in this service, which may be referred to as the under-subprofessional grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, assigned subordinate work of a professional, scientific, or technical character, requiring limited training or experience, but not the exercise of independent judgment.

【The annual rates of compensation for positions in this grade shall be \$2,152, \$2,218, \$2,284, \$2,350, \$2,423.04, \$2,498.28, and \$2,573.52.

【Grade 3 in this service, which may be referred to as the junior subprofessional grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, subordinate work of a professional, scientific, or technical character, requiring considerable training or experience, but not the exercise of independent judgment.

【The annual rates of compensation for positions in this grade shall be \$2,284, \$2,350, \$2,423.04, \$2,498.28, \$2,573.52, \$2,648.76, and \$2,724.

【Grade 4 in this service, which may be referred to as the assistant subprofessional grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, subordinate work of a professional, scientific, or technical character, requiring considerable training or experience, and, to a limited extent, the exercise of independent judgment.

【The annual rates of compensation for positions in this grade shall be \$2,498.28, \$2,573.52, \$2,648.76, \$2,724, \$2,799.24, \$2,874.48, and \$2,949.72.

【Grade 5 in this service, which may be referred to as the main subprofessional grade, shall include all classes of positions the duties of which are to perform, under immediate or general supervision, subordinate work of a professional, scientific, or technical character, requiring a thorough knowledge of a limited field of professional, scientific, or technical work, and the exercise of independent judgment, or to supervise the work of a small number of employees performing duties of an inferior grade in the subprofessional service.

【The annual rates of compensation for positions in this grade shall be \$2,724, \$2,799.24, \$2,874.48, \$2,949.72, \$3,024.96, \$3,100.20, and \$3,175.44.

【Grade 6 in this service, which may be referred to as the senior subprofessional grade, shall include all classes of positions the duties of which are to perform, under immediate or general supervision, subordinate but difficult and responsible work of a professional, scientific, or technical character, requiring a thorough knowledge of a limited field of professional, scientific, or technical work, and the exercise of independent judgment, or to supervise the work of a small number of employees holding positions in grade 5 of this service.

【The annual rates of compensation for positions in this grade shall be \$2,974.80, \$3,100.20, \$3,225.60, \$3,351, \$3,476.40, \$3,601.80, and \$3,727.20.

【Grade 7 in this service, which may be referred to as the principal subprofessional grade, shall include all classes of positions the duties of which are to perform, under general supervision, subordinate but responsible work of a professional, scientific, or technical character, requiring a working knowledge of the principles of the profession, art, or science involved, and the exercise of independent judgment, or to supervise the work of a small number of employees holding positions in grade 6 of this service.

【The annual rates of compensation for positions in this grade shall be \$3,351, \$3,476.40, \$3,601.80, \$3,727.20, \$3,852.60, \$3,978, and \$4,103.40.

【Grade 8 in this service, which may be referred to as the chief subprofessional grade, shall include all classes of positions the duties of which are to perform, under general supervision, subordinate but difficult and responsible work of a professional, scientific, or technical character, requiring a thorough working knowledge of the principles of the profession, art, or science involved, and the exercise of independent judgment, or to supervise the work of a small number of employees holding positions in grade 7 of this service.

【The annual rates of compensation for positions in this grade shall be \$3,727.20, \$3,852.60, \$3,978, \$4,103.40, \$4,228.80, \$4,354.20, and \$4,479.60.

【CLERICAL, ADMINISTRATIVE, AND FISCAL SERVICE

【The clerical, administrative, and fiscal service shall include all classes of positions the duties of which are to perform clerical, administrative, or accounting work, or any other work, commonly associated with office, business, or fiscal administration.

【Grade 1 in this service, which may be referred to as the under-clerical grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, the simplest routine office work.

【The annual rates of compensation for positions in this grade shall be \$2,086, \$2,152, \$2,218, \$2,284, \$2,350, \$2,423.04, and \$2,498.28.

【Grade 2 in this service, which may be referred to as the junior clerical grade, shall include all classes of positions and the duties of which are to perform under immediate supervision, assigned office work requiring training or experience but not the exercise of independent judgment.

【The annual rates of compensation for positions in this grade shall be \$2,284, \$2,350, \$2,423.04, \$2,498.28, \$2,573.52, \$2,648.76, and \$2,724.

【Grade 3 in this service, which may be referred to as the assistant clerical grade, shall include all classes of positions the duties of which are to perform, under immediate or general supervision, assigned office work requiring training and experience and knowledge of a specialized subject matter or the exercise of independent judgment, or to supervise a small section performing simple clerical operations.

【The annual rates of compensation for positions in this grade shall be \$2,498.28, \$2,573.52, \$2,648.76, \$2,724, \$2,799.24, \$2,874.48, and \$2,949.72.

【Grade 4 in this service, which may be referred to as the main clerical grade, shall include all classes of positions the duties of which are to perform, under immediate or general supervision responsible office work requiring training and experience, the exercise of independent judgment or knowledge of a specialized subject matter or both, and an acquaintance with office procedure and practice, or to supervise a small stenographic section or a small section performing clerical operations of corresponding difficulty.

【The annual rates of compensation for positions in this grade shall be \$2,724, \$2,799.24, \$2,874.48, \$2,949.72, \$3,024.96, \$3,100.20, and \$3,175.44.

【Grade 5 in this service, which may be referred to as the senior clerical grade, shall include all classes of positions the duties of which are to perform, under general supervision, difficult and responsible office work requiring considerable training and experience, the exercise of independent judgment or knowledge of a specialized subject matter or both, and a thorough knowledge of office procedure and practice, or to supervise a large stenographic section or any large section performing simple clerical operations, or to supervise a small section engaged in difficult but routine office work.

【The annual rates of compensation for positions in this grade shall be \$2,974.80, \$3,100.20, \$3,225.60, \$3,351, \$3,476.40, \$3,601.80, and \$3,727.20.

【Grade 6 in this service, which may be referred to as the principal clerical grade, shall include all classes of positions the duties of which are to perform, under general supervision, exceptionally difficult and responsible office work requiring extended training and experience, the exercise of independent judgment or knowledge of a specialized and complex subject matter, or both, and a thorough knowledge of office procedure and practice, or to serve as the recognized authority or adviser in matters requiring long experience and an exceptional knowledge of the most difficult and complicated procedure or of a very difficult and complex subject, or to supervise a large or important office organization engaged in difficult or varied work.

【The annual rates of compensation for positions in this grade shall be \$3,351, \$3,476.40, \$3,601.80, \$3,727.20, \$3,852.60, \$3,978, and \$4,103.40.

【Grade 7 in this service, which may be referred to as the assistant administrative grade, shall include all classes of positions the duties of which are to perform, under general supervision, responsible office work along specialized and technical lines requiring specialized training and experience and the exercise of independent judgment, or as chief clerk to supervise the general business operations of a small, independent establishment or a minor bureau or division of an executive department, or to supervise a large or important office organization engaged in difficult and specialized work.

【The annual rates of compensation for positions in this grade shall be \$3,727.20, \$3,852.60, \$3,978, \$4,103.40, \$4,228.80, \$4,354.20, and \$4,479.60.

【Grade 8 in this service, which may be referred to as the associate administrative grade, shall include all classes of positions the duties of which are to perform, under general supervision, difficult and responsible office work along specialized and technical lines requiring specialized training and experience and the exercise of independent judgment, or to supervise a large or important office organization engaged in work involving specialized training on the part of the employees.

【The annual rates of compensation for positions in this grade shall be \$4,103.40, \$4,228.80, \$4,354.20, \$4,479.60, \$4,605, \$4,730.40, and \$4,855.80.

【Grade 9 in this service, which may be referred to as the full administrative grade, shall include all classes of positions the duties of which are to perform,

under general supervision, exceptionally difficult and responsible office work along specialized and technical lines, requiring considerable specialized training and experience and the exercise of independent judgment, or as chief clerk to supervise the general business operations of a large independent establishment or a major bureau or division of an executive department, or to supervise a large or important office organization engaged in work involving technical training on the part of the employees.

【The annual rates of compensation for positions in this grade shall be \$4,479.60, \$4,605, \$4,730.40, \$4,855.80, \$4,981.20, \$5,106.60, and \$5,232.

【Grade 10 in this service, which may be referred to as the senior administrative grade, shall include all classes of positions the duties of which are to perform, under general supervision, the most difficult and responsible office work along specialized and technical lines, requiring extended training, considerable experience, and the exercise of independent judgment, or to supervise a large or important office organization engaged in work involving considerable technical training and experience on the part of the employees.

【The annual rates of compensation for positions in this grade shall be \$4,855.80, \$4,981.20, \$5,106.60, \$5,232, \$5,357.40, \$5,482.80, and \$5,608.20.

【Grade 11 in this service, which may be referred to as the principal administrative grade, shall include all classes of positions the duties of which are to perform the most difficult and responsible office work along specialized and technical lines requiring extended training and experience, and the exercise of independent judgment, or to supervise a large or important office organization engaged in work involving extended training and considerable experience on the part of the employees.

【The annual rates of compensation for positions in this grade shall be \$5,232, \$5,482.80, \$5,733.60, \$5,984.40, and \$6,235.20.

【Grade 12 in this service, which may be referred to as the head administrative grade, shall include all classes of positions the duties of which are to perform the most difficult and responsible office work along specialized and technical lines requiring extended training and experience, the exercise of independent judgment, and the assumption of full responsibility for results, or to supervise a large and important office organization engaged in work involving extended training and experience on the part of the employees.

【The annual rates of compensation for positions in this grade shall be \$6,235.20, \$6,474.60, \$6,714, \$6,953.40, and \$7,192.80, unless a higher rate is specifically authorized by law.

【Grade 13 in this service, which may be referred to as the chief administrative grade, shall include all classes of positions the duties of which are to act as assistant head of a major bureau, or to act as administrative head of a major subdivision of such a bureau, or to act as head of a small bureau, in case professional or scientific training is not required, or to supervise the design and installation of office systems, methods, and procedures, or to perform work of similar importance, difficulty, and responsibility.

【The annual rates of compensation for positions in this grade shall be \$7,432.20, \$7,671.60, \$7,911, \$8,150.40, and \$8,389.80, unless a higher rate is specifically authorized by law.

【Grade 14 in this service, which may be referred to as the executive grade, shall include all classes of positions the duties of which are to act as assistant head of one of the largest and most important bureaus, or to act as head of a major bureau, in case professional or scientific training is not required, or to supervise the design of systems of accounts for use by private corporations subject to regulation by the United States, or to act as the technical consultant to a department head of a commission or board in connection with technical or fiscal matters, or to perform work of similar importance, difficulty, and responsibility.

【The annual rates of compensation for positions in this grade shall be \$8,509.50, \$8,808.75, \$9,108, \$9,407.25, and \$9,706.50, unless a higher rate is specifically authorized by law.

【Grade 15 in this service, which may be referred to as the senior executive grade, shall include all classes of positions the duties of which are to act as the head of one of the largest and most important bureaus, in case professional or scientific training is not required, or to perform work of similar importance, difficulty, and responsibility.

【The annual rates of compensation for positions in this grade shall be \$10,305, and \$10,330, unless a higher rate is specifically authorized by law.

【Grade 16 in this service, which may be referred to as the special executive grade, shall include all positions which are or may be specifically authorized or appropriated for at annual rates of compensation in excess of \$10,330.

[CRAFTS, PROTECTIVE, AND CUSTODIAL SERVICE

[The crafts, protective, and custodial service shall include all classes of positions the duties of which are to supervise or perform the work of an apprentice, helper, or journeyman in a recognized trade or craft, or other skilled mechanical craft, or the work of an unskilled or skilled laborer, or police or fire protection work, or domestic or other manual or mechanical work involved in the protection, operation, or maintenance of public buildings, premises, and equipment; the transportation of public officers, employees, and property; the transmission of official papers; the guarding of persons in the custody of the Government, and caring for their domestic needs and those of persons in the employ or care of the Government.

[Grade 1 in this service, which may be referred to as the junior messenger grade, shall include all classes of positions, the duties of which are to run errands, to check parcels, or to perform other light manual or mechanical tasks with little or no responsibility.

[The annual rates of compensation for positions in this grade shall be \$1,410, \$1,500, \$1,588, \$1,660, and \$1,732.

[Grade 2 in this service, which may be referred to as the office-laborer grade, shall include all classes of positions the duties of which are to handle desks, mail sacks, and other heavy objects, and to perform similar work ordinarily required of unskilled laborers; to operate elevators; to clean office rooms; or to perform other work of similar character.

[The annual rates of compensation for positions in this grade shall be \$2,020, \$2,086, \$2,152, \$2,218, \$2,284, and \$2,350; *Provided*, That charwomen working part time be paid at the rate of \$1.10 an hour and head charwomen at the rate of \$1.15 an hour.

[Grade 3 in this service, which may be referred to as the minor crafts, protective, and custodial grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, custodial, or manual office work with some degree of responsibility, such as operating paper-cutting, canceling, envelope-opening, or envelope-sealing machines; firing and keeping up steam in boilers used for heating purposes in office buildings, cleaning boilers, and oiling machinery and related apparatus; operating passenger or freight automobiles; packing goods for shipment; supervising a large group of charwomen; running errands and doing light manual or mechanical tasks with some responsibility; carrying important documents from one office to another; or attending the door and private office of a department head or other public officer.

[The annual rates of compensation for positions in this grade shall be \$2,152, \$2,218, \$2,284, \$2,350, \$2,423.04, and \$2,498.28.

[Grade 4 in this service which may be referred to as the under crafts, protective, and custodial grade, shall include all classes of positions the duties of which are to perform, under general supervision, custodial work of a responsible character, such as guarding office or storage buildings; supervising a small force of unskilled laborers; firing and keeping up steam in heating apparatus and operating the boilers and other equipment used for heating purposes; or performing general, semimechanical, new or repair work requiring some skill with hand tools.

[The annual rates of compensation for positions in this grade shall be \$2,350, \$2,423.04, \$2,498.28, \$2,573.52, \$2,648.76, \$2,724, and \$2,799.24.

[Grade 5 in this service, which may be referred to as the junior crafts, protective, and custodial grade, shall include all classes of positions the duties of which are to directly supervise a small detachment of watchmen or building guards; to supervise the operation and maintenance of a small heating plant and its auxiliary equipment; or to perform other work of similar character.

[The annual rates of compensation for positions in this grade shall be \$2,573.52, \$2,648.76, \$2,724, \$2,799.24, \$2,874.48, \$2,949.72, and \$3,024.96.

[Grade 6 in this service, which may be referred to as the assistant crafts, protective, and custodial grade, shall include all classes of positions the duties of which are to have general supervision over a small force of watchmen or building guards, or to have direction of a considerable detachment of such employees: to supervise a large force of unskilled laborers; to repair office appliances; or to perform other work of similar character.

[The annual rates of compensation for positions in this grade shall be \$2,799.24, \$2,874.48, \$2,949.72, \$3,024.96, \$3,100.20, \$3,175.44, and \$3,250.68.

[Grade 7 in this service, which may be referred to as the main crafts, protective, and custodial grade, shall include all classes of positions the duties of which are to supervise the work of skilled mechanics; to supervise the operation and maintenance of a large heating, lighting, and power plant and all auxiliary mechanical and electrical devices and equipment; to assist in the supervision of large forces of

watchmen and building guards, or to have general supervision over smaller forces; or to perform other work of similar character.

【The annual rates of compensation for positions in this grade shall be \$3,024.96, \$3,100.20, \$3,175.44, \$3,250.68, \$3,351, \$3,476.40, and \$3,601.80.

【Grade 8 in this service, which may be referred to as the senior crafts, protective, and custodial grade, shall include all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, watchmen, elevator conductors, laborers, janitors, messengers, and other employees engaged in the custody, maintenance, and protection of a small building, or to assist in the direction of such employees when engaged in similar duties in a large building; to have general supervision over large forces of watchmen and building guards; or to perform other work of equal difficulty and responsibility.

【The annual rates of compensation for positions in this grade shall be \$3,225.60, \$3,351, \$3,476.40, \$3,601.80, \$3,727.20, \$3,852.60, and \$3,978.

【Grade 9 in this service, which may be referred to as the principal custodial grade, shall include all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, watchmen, elevator conductors, laborers, janitors, messengers, and other employees engaged in the custody, maintenance, and protection of a large building, or to assist in the direction of such employees when engaged in similar duties in a group of buildings; or to perform other custodial work of equal difficulty and responsibility.

【The annual rates of compensation for positions in this grade shall be \$3,601.80, \$3,727.20, \$3,852.60, \$3,978, \$4,103.40, \$4,228.80, and \$4,354.20.

【Grade 10 in this service, which may be referred to as the chief custodial grade, shall include all classes of positions the duties of which are to direct supervisory and officer assistants, mechanics, watchmen, elevator conductors, laborers, janitors, messengers, and other employees engaged in the custody, maintenance, and protection of a group of buildings, or to perform other custodial work of equal difficulty and responsibility.

【The annual rates of compensation for positions in this grade shall be \$3,978, \$4,103.40, \$4,228.80, \$4,354.20, \$4,479.60, \$4,605, and \$4,730.40.

【CLERICAL-MECHANICAL SERVICE

【The clerical-mechanical service shall include all classes of positions which are not in a recognized trade or craft and which are located in the Bureau of Engraving and Printing, the mail equipment shop, the duties of which are to perform or to direct manual or machine operations requiring special skill or experience, or to perform or direct the counting, examining, sorting, or other verification of the product of manual or machine operations.

【Grade 1 shall include all classes of positions in this service the duties of which are to perform the simplest operations or processes requiring special skill and experience.

【The rates of compensation for classes of positions in this grade shall be \$1.10 to \$1.17 an hour.

【Grade 2 shall include all classes of positions in this service the duties of which are to operate simple machines or to perform operations or processes requiring a higher degree of skill than those in grade 1.

【The rates of compensation for classes of positions in this grade shall be \$1.24 to \$1.32 an hour.

【Grade 3 shall include all classes of positions in this service the duties of which are to operate machines or to perform operations or processes requiring the highest degree of skill, or supervise a small number of subordinates.

【The rates of compensation for classes of positions in this grade shall be \$1.40 to \$1.47 an hour.

【Grade 4 shall include all classes of positions in this service the duties of which are to perform supervisory work over a large unit of subordinates.

【The rates of compensation for classes of positions in this grade shall be \$1.55 to \$1.69 an hour.

【SEC. 14. That the estimates of the expenditures and appropriations set forth in the Budget to be transmitted by the President to Congress on the first day of the next ensuing regular session shall conform to the classification herein provided, and that the rates of salary in the compensation schedules shall not become effective until the first day of the fiscal year estimated for in such Budget.】

[[PUBLIC RESOLUTION—No. 36—68TH CONGRESS]

[[S. J. Res. 146]

JOINT RESOLUTION To amend section 13 of the Act entitled "An Act to provide for the classification of civilian positions within the District of Columbia and the field service"

[Resolved by the Senate and House of Representatives of the United States of America in Congress assembled, That paragraph 5 under the heading "Custodial Service" of section 13 of the Act entitled "An Act to provide for the classification of civilian positions within the District of Columbia and in the field services," be amended by striking out the sums \$780 and \$840 from the rates of compensation fixed for grade 2 in said section, and that paragraph 7 under said heading in said section 13 be amended by striking out the sums \$900 and \$960 as rates of compensation fixed for grade 3 in said service; said amendments being made necessary for the purpose of correcting a clerical error in preparing the bill for the signature of the President, the bill as it passed both houses and agreed to in conference not having included the sums proposed to be stricken out.]

[[PUBLIC—No. 555—70TH CONGRESS]

[[H. R. 6518]

AN ACT To amend the salary rates contained in the compensation schedules of the Act of March 4, 1923, entitled "An Act to provide for the classification of civilian positions within the District of Columbia and in the field services"

[Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That section 13 of the Act of March 4, 1923, entitled "An Act to provide for the classification of civilian positions within the District of Columbia and in the field services," be amended to read as follows:

(NOTE.—The language of sec. 13 of the Classification Act of 1923, as contained in Public No. 555, 70th Cong., is omitted, since such section has been further amended and is set forth above in its latest form as a part of the Classification Act of 1923, as amended.)

SEC. 2. Upon the passage of this Act the board shall forthwith make a survey of the classes of civilian positions in the various field services, exclusive of the Postal Service, Foreign Service, and employees in the mechanical and drafting groups whose wages are now or have heretofore been fixed by wage boards or similar authority, and shall present a report to Congress at its first regular session following the passage of this Act, such report to contain: (a) Compensation schedules for such classes of positions, which shall follow the principles and general form of the compensation schedules contained in the Classification Act of 1923; (b) such additional services and grades as may be necessary according to the fields of work peculiar to the establishments concerned; (c) adequate descriptions of all the classes of positions within the scope of this Act, including the title of the class, a statement of its characteristic duties and responsibilities, illustrated where desirable by examples of typical tasks or of typical positions included in the class, a statement of the minimum qualifications as to education, experience, knowledge, and ability required for the satisfactory performance of the duties and the discharge of the responsibilities of the class and the salary rates for the class; (d) a list prepared by the head of each department, after consultation with the board, and in accordance with a uniform procedure prescribed by it, showing the allocation of all positions covered by this Act to their respective classes and grades and fixing the proposed rate of compensation of each employee thereunder in accordance with the rules prescribed in section 6 of the Classification Act of 1923; (e) recommendations as to principles and procedures for putting such compensation schedules into effect, for assuring uniform compensation of like positions under like employment and local economic conditions, and for carrying out the administrative steps necessary to keep the descriptions of classes and the allocations of positions to classes current accordingly as positions may be abolished or created or their duties or responsibilities changed; and (f) such statistical or other information as is necessary or desirable in exposition of the board's findings of fact as a result of its survey, or in explanation of its recommendations.

SEC. 3. The heads of the several executive departments and independent establishments are authorized to adjust the compensation of certain civilian positions in the field services, the compensation of which was adjusted by the Act of December 6, 1924, to correspond, so far as may be practicable, to the rates established by this Act for positions in the departmental services in the District of

Columbia: *Provided*, That in all cases where, since December 6, 1924, in such adjustment the position occupied by an employee has been or shall be allocated to a grade with a maximum salary below the salary received by the incumbent, the rate of pay fixed for such position prior to such allocation may be paid after the date of the enactment of this Act so long as the position is held by the incumbent occupying it at the time of such allocation and the Comptroller General of the United States is authorized and directed to allow credit in disbursing officers' accounts for all payments heretofore made at such higher rates.

【SEC. 4. The provisions of this Act shall not apply to employees in the Government Printing Office whose rates of pay are set under authority of the "Act to regulate and fix rates of pay for employees and officers of the Government Printing Office," approved June 7, 1924. (United States Code, page 1417, section 40.)

【SEC. 5. This Act shall take effect July 1, 1928.】

【[PUBLIC—No. 523—71ST CONGRESS]

【[S. 215]

【AN ACT To amend section 13 of the Act of March 4, 1923, entitled "An Act to provide for the classification of civilian positions within the District of Columbia and in the field services," as amended by the Act of May 28, 1928.

【*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled*, That section 13 of the Act of March 4, 1923 (U. S. C., title 5, sec. 673), entitled "An Act to provide for the classification of civilian positions within the District of Columbia and in the field services," as amended by the Act of May 28, 1928 (U. S. C., Supp. 3, title 5, sec. 673), be amended to change the salary rates under certain grades therein to read as follows:】

(NOTE.—Those provisions of sec. 13 of the Classification Act of 1923, which are contained in Public No. 523, 71st Cong., are omitted, since such provisions have been further amended and are set forth above in their latest form as a part of the Classification Act of 1923, as amended.)

【SEC. 2. The heads of the several executive departments and independent establishments are authorized and directed to adjust the compensation of certain civilian positions in the field services, the compensation of which was adjusted by the Act of December 6, 1924 (43 Stat. 601), to correspond, so far as may be practicable, to the rates established by the Act of May 28, 1928 (U. S. C., Supp. 3, title 5, sec. 673), and by this Act for positions in the departmental services in the District of Columbia: *Provided*, That the terms of this Act shall apply to employees carried under Group 4-B, including drafting groups, in the Schedule of Wages for Civil Employees under the Naval Establishment, notwithstanding the fact that the compensation of such employees was not adjusted by the Act of December 6, 1924 (43 Stat. 604), or the Act of May 28, 1928 (U. S. C., Supp. 3, title 5, sec. 673).】

【SEC. 3. Except as amended by this Act the provisions of the Act of May 28, 1928 (U. S. C., Supp. 3, title 5, sec. 673), shall remain in full force and effect.

【SEC. 4. The Civil Service Commission shall have authority to ascertain currently the facts as to the duties and responsibilities of any such position and to review and, subject to the President's approval, to change the allocation thereof whenever, in its opinion, the facts warrant: *Provided*, That such review and change shall be made only after consultation with the heads of the departments concerned and after affording all incumbents of positions affected an opportunity to be heard, of which hearing a permanent written record shall be made and kept, including all testimony taken: *Provided further*, That in all cases where the board shall change the allocation of a position to a lower grade the rate of pay fixed for such position prior to such change may be continued so long as the position is held by the incumbent then occupying it.

【SEC. 5. There is hereby authorized to be appropriated annually for salaries and expenses of the Personnel Classification Board such sums as may be necessary to enable them to carry into effect the provisions of the Classification Act of 1923 and amendments thereto: *Provided*, That nothing contained herein shall be interpreted to preclude the temporary detail to the board of officers or employees of the several departments possessed of special knowledge, ability, or experience required in the classification of positions as now authorized by law.

【SEC. 6. There is hereby created a position of director of classification, who shall be appointed by the board, which hereafter shall consist only of the Director of

the Bureau of the Budget, a member of the Civil Service Commission, and the Chief of the United States Bureau of Efficiency, the Director of the Bureau of the Budget to be the chairman of the board, and who, under the general direction of the board, shall exercise and perform all powers and duties which the board is authorized to exercise and perform.】

ECONOMY ACT OF JUNE 30, 1932

【TRANSFER OF PERSONNEL CLASSIFICATION BOARD TO CIVIL SERVICE COMMISSION

【SEC. 505. The duties, powers, and functions of the Personnel Classification Board are hereby transferred to the Civil Service Commission; and

【(a) the Personnel Classification Board, and the position of director of classification, are hereby abolished;

【(b) all records and property, including office furniture and equipment, of the Board, are hereby transferred to the Civil Service Commission; and

【(c) such of the officers and employees of the Board, as in the judgment of the Civil Service Commission, are indispensable to the efficient operation of the commission, are hereby transferred to such commission, and all other officers and employees of such Board shall be dismissed.

【SEC. 506. Any transfer of officers or employees under section 505 shall be without changes in classification or compensation, but the Civil Service Commission is authorized to make such changes in the titles, designations, and duties of such officers and employees as may be deemed necessary to carry out the provisions of sections 505 to 508, inclusive, of this title.

【SEC. 507. (a) All orders, determinations, rules, or regulations made or issued by the Personnel Classification Board, and in effect at the time of such transfer, shall continue in effect to the same extent as if such transfer had not been made, until modified, superseded, or repealed by the Civil Service Commission.

【(b) All provisions of law relating to the Personnel Classification Board and the director of classification shall continue in force with respect to the Civil Service Commission, insofar as such provisions of law are not inconsistent with the provisions of section 505 or 506.

【SEC. 508. Such parts of appropriations and unexpended balances of appropriations available for expenditure by the Personnel Classification Board as the Civil Service Commission deems necessary shall be available for expenditure by the Civil Service Commission in the same manner as if such commission had been named in the laws providing for such appropriations, and the remainder of such appropriations and such unexpended balances shall not be expended but shall be impounded and returned to the Treasury.

【SEC. 509. The provisions of sections 505, 506, 507, and 508 shall become effective October 1, 1932.】

PUBLIC, No. 880, SEVENTY-SIXTH CONGRESS, APPROVED NOVEMBER 26, 1940

【SEC. 3. (a) Subject to the limitations contained in this section, whenever the President, after such classification and compensation surveys or investigations as he may direct the Commission to undertake, and upon consideration of the Commission's resulting reports and recommendations, shall find and declare that an extension of the provisions of the Classification Act of 1923, as amended, to any offices or positions in the agencies of the Government is necessary to the more efficient operation of the Government, he may by Executive order extend the provisions of the Classification Act of 1923, as amended, to any such offices or positions not at the time subject to such provisions: *Provided*, That in the case of any federally owned and controlled corporation organized under the laws of any State, Territory, or possession of the United States (including the Philippine Islands), or the District of Columbia, the President is authorized to direct that such action be taken as will permit the compensation of such offices or positions to be fixed in accordance with the Classification Act of 1923, as amended, consistently with the laws of any such State, Territory, or possession, or the District of Columbia, or with the charter or articles of incorporation of any such corporation.

【(b) Whenever the President, upon report and recommendation by the Commission, shall find and declare that one or more offices or positions to which the Classification Act of 1923, as amended and extended, is applicable, may not fairly and reasonably be allocated to the professional and scientific service, the subprofessional service, the clerical, administrative, and fiscal service, the custodial

service, or the clerical-mechanical service, as described in the Classification Act of 1923, as amended, he may by Executive order prescribe and define such additional classification services and grades thereof as he may deem necessary and shall describe, and fix the ranges of compensation for, the grades of such services within the limits of the Classification Act of 1923, as amended, so that they shall be comparable, as nearly as may be, with the grades in said Act, as amended, for offices or positions that are comparable as to duties, responsibilities, qualifications required, and other conditions of employment.

[(c) Whenever the President, upon report and recommendation by the Commission, shall find and declare that the rates of the compensation schedules of the Classification Act of 1923, as amended, are inadequate for any offices or positions under such Act, as amended and extended, he may by Executive order establish necessary schedules of differentials in the rates prescribed in such compensation schedules, but the differentials in the compensation of any such office or position shall not exceed 25 per centum of the minimum rate of the grade to which such office or position is allocated under such compensation schedules: *Provided*, That the provisions of this subsection shall be applicable only to such offices or positions having the following characteristics:

[Offices or positions which are located at stations that are isolated, remote, or inaccessible when compared with stations at which offices or positions of the same character are usually located, or which involve physical hardships or hazards that are excessive when compared with those usually involved in offices or positions of the same character, or which are located outside the States of the United States and the District of Columbia: *Provided further*, That nothing herein contained shall preclude the Commission from taking the factor of isolation, hardship, hazard, or foreign service into consideration in allocating a given class of offices or positions to a service and grade under the Classification Act of 1923, as amended, if such factor is uniformly involved in each office or position in the class, in which event no differential is authorized under this section.

[(d) Except as Congress may otherwise provide by law, the power granted to the President by this section shall not apply to the following:

[(i) Offices or positions in the Postal Service the compensation of which is fixed under an Act of Congress approved February 28, 1925 (43 Stat. 1033), as amended;

[(ii) Offices or positions of teachers, librarians, school-attendance officers, and employees of the community-center department under the Board of Education of the District of Columbia, the compensation of which is fixed under an Act of Congress approved June 4, 1924 (43 Stat. 367), as amended;

[(iii) Offices or positions in the Metropolitan Police, in the Fire Department of the District of Columbia, and in the United States Park Police, the compensation of which is fixed under an Act of Congress approved July 1, 1930 (46 Stat. 839);

[(iv) Commissioned officers and enlisted personnel in the military and naval services and the Coast Guard, and commissioned officers in the Public Health Service and the Coast and Geodetic Survey, the compensation of which is fixed under an Act of Congress approved June 10, 1922 (42 Stat. 625), as amended;

[(v) Offices or positions in the Government Printing Office the compensation of which is fixed under an Act of Congress approved June 7, 1924 (43 Stat. 658);

[(vi) Offices or positions of officers and employees of the Foreign Service;

[(vii) Repealed.

[(viii) Offices or positions of clerks in the Customs Service of the Treasury Department, the compensation of which is fixed under an Act of Congress approved May 29, 1928 (45 Stat. 955), as amended;

[(ix) Offices or positions of inspectors in the Immigration and Naturalization Service of the Department of Labor the compensation of which is fixed under an Act of Congress approved May 29, 1928 (45 Stat. 954), as amended;

[(x) Offices or positions the duties of which are to serve as an officer or member of the crew of a vessel, except that the President may by Executive order extend the provisions of the Classification Act of 1923, as amended, to offices or positions in the Bureau of Lighthouses;

[(xi) Offices or positions the duties of which are to perform the work of an apprentice, helper, or journeyman in a recognized trade or craft, or other skilled mechanical craft, or the work of an unskilled, semiskilled, or skilled laborer, except that whenever such offices or positions involve work in the regular custody, operation, or maintenance of a Government building, or

other Government property, or work which is subordinate, incidental, or preparatory to work of a professional, scientific, or technical character, the President, upon a finding that the characteristics and working conditions of such offices or positions render them substantially the same as comparable offices or positions in the District of Columbia included within the Classification Act of 1923, as amended, may by Executive order extend the provisions of such Act to include them; and

[(xii) Offices or positions in the Tennessee Valley Authority.

[(e) In carrying out the provisions of this title, and the provisions of the Classification Act of 1923, as amended, there shall be no discrimination against any person, or with respect to the position held by any person, on account of race, creed, or color.

[SEC. 4. The President is authorized, after suitable investigation by the Commission, which shall include consultation with representatives of the heads of executive departments and independent agencies, in or under the jurisdiction of which the offices or positions hereinafter designated are located, and upon a finding that such action is necessary to the more efficient operation of the Government, to exclude, by Executive order, from the provisions of the Classification Act of 1923, as amended and extended under this Act—

[Offices or positions on work which is financed jointly by the United States and a State, Territory, or possession of the United States (including the Philippine Islands), or political subdivision thereof, or cooperating persons or organizations outside the service of the Federal Government, and the pay of which is fixed under a cooperative agreement with the United States; offices or positions, none or only part of the compensation of which is paid from funds of the United States; offices or positions filled by inmates, patients, students, or beneficiaries in Government institutions; offices or positions outside the States of the United States and the District of Columbia filled by natives of Territories or possessions of the United States (including the Philippine Islands) or foreign nationals; emergency or seasonal offices or positions in the field service, or other field offices or positions, the duties of which are of purely temporary duration, or which are required only for brief periods at intervals; and offices or positions filled by persons employed locally on a fee, contract, or piecework basis who may lawfully perform their duties concurrently with their private profession, business, or other employment and whose duties require only a portion of their time, where it is impracticable to ascertain or anticipate the proportion of time devoted to the service of the Federal Government.

[SEC. 5. When any extension of the Classification Act of 1923, as amended, becomes effective under this Act—

[(a) The allocations of offices or positions to services, grades, and classes shall be made as set forth in section 4 of the Classification Act of 1923, as amended, and in accordance with a uniform procedure to be prescribed by the Commission; and

[(b) The initial compensation of the incumbents of the offices or positions to which the provisions of the Classification Act of 1923, as amended, are extended under this Act, shall be fixed in accordance with section 6 of the Classification Act of 1923, as amended.

[SEC. 6. Nothing herein contained shall be construed to prevent the promotion of an officer or employee from an office or position in one class to a vacant office or position in a higher class at any time in accordance with civil-service laws, and when so promoted the officer or employee shall receive compensation according to the schedule established for the class to which he is promoted. Nor shall anything in this Act be construed to prevent the application of the existing veteran-preference provisions in civil-service laws, Executive orders, and rulings.

[SEC. 7. Section 9 of the Classification Act of 1923, as amended (42 Stat. 1490; U. S. C., 1934 edition, title 5, sec. 669), is hereby further amended by adding at the end thereof the following paragraph:

["Under such regulations as may be prescribed by the Civil Service Commission with the approval of the President—

["There shall be established in each Department one or more boards of review, each of which shall be composed of three members, the chairman to be designated by the Civil Service Commission, one of the other members to be designated by the head of the Department concerned, and the third member to be designated by the employees of the Department concerned in such manner as may be determined by the Civil Service Commission. The boards of review shall meet at the call of their respective chairmen for the purpose of considering and passing upon the merits of such efficiency ratings assigned to employees as may be submitted to such boards of review as hereinafter provided. Any employee shall, upon written

request to the chairman of the appropriate board of review of his department, be entitled, as a matter of right, to a hearing and a review by such board of review of his efficiency rating. At such hearing such employee and his representative, and such representatives of the Department as may be designated by the head thereof, shall be afforded an opportunity to submit orally or in writing any information deemed by the board of review to be pertinent to the case, and shall be afforded an opportunity to hear or examine, and reply to, information submitted to such board by other parties. After any such hearing, the board of review may make such adjustments in any such efficiency rating as it may find to be proper.”]

[[PUBLIC LAW 200—77TH CONGRESS]

[[CHAPTER 346—1ST SESSION]

[[H. R. 1073]

[[AN ACT To amend the Classification Act of 1923, as amended.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the Classification Act of 1923, as amended, is hereby further amended as follows:

SEC. 2. Section 7 of the said Act is hereby amended by inserting the letter “(a)” after the figure “7” at the beginning of said section, and by adding the following paragraphs as subsections thereof:

“(b) All employees compensated on a per annum basis, and occupying permanent positions within the scope of the compensation schedules fixed by this Act, who have not attained the maximum rate of compensation for the grade in which their positions are respectively allocated, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next quarter, following the completion of: (1) Each eighteen months of service if such employees are in grades in which the compensation increments are \$60 or \$100, or (2) each thirty months of service if such employees are in grades in which the compensation increments are \$200 or \$250, subject to the following conditions:

“(1) That no equivalent increase in compensation from any cause was received during such period, except increase made pursuant to subsection (f) of this section;

“(2) That an employee whose rate of compensation is below the middle rate of the grade shall not be advanced unless his current efficiency is good or better than good;

“(3) That an employee whose rate of compensation is at or above the middle rate of the grade shall not be advanced unless his current efficiency is better than good;

“(4) That the service and conduct of such employee are certified by the head of the department or agency or such official as he may designate as being otherwise satisfactory.

“(c) The term ‘good’ as used herein shall be defined in accordance with the systems of efficiency rating established pursuant to section 9 of this Act.

“(d) For the purposes of this section, the fourth salary rate in grades 2 and 3 of the custodial service shall be considered the middle rate.

“(e) Employees eligible under subsection (b) for compensation advancement by reason of service immediately preceding the effective date of this amendment shall be advanced to the next higher rate of compensation within the grade to which their positions are respectively allocated at the beginning of the next quarter immediately following the effective date of this amendment.

“(f) Within the limit of available appropriations, and in recognition of especially meritorious services, the head of any department or agency is authorized to make additional within-grade compensation advancements, but any such additional advancements shall not exceed one step and no employee shall be eligible for more than one additional advancement hereunder within each of the time periods specified in subsection (b). All actions under this subsection and the reasons therefor shall be reported to the Civil Service Commission. The Commission shall present an annual consolidated report to the Congress covering the numbers and types of actions taken under this subsection.

“(g) The President is hereby authorized to issue such regulations as may be necessary for the administration of this section.

“(h) The provisions of subsections (b) to (f), both inclusive, of this section shall not apply to the compensation of persons appointed by the President, by and with the advice and consent of the Senate.”

[SEC. 3. Section 9 of the said Act is hereby amended by adding thereto the following paragraph:

["The Civil Service Commission and heads of departments are authorized and directed to take such action as will apply the provisions of this section uniformly to all employees occupying positions within the compensation schedules fixed by this Act as nearly as is practicable."

[SEC. 4. Section 13 of the said Act is hereby further amended so as to provide the following annual rates of compensation and salary steps within grades 14 and 15 of the clerical, administrative, and fiscal service and grades 7 and 8 of the professional and scientific service:

["Clerical, administrative, and fiscal service:

["Grade 14: \$6,500, \$6,750, \$7,000, \$7,250, \$7,500.

["Grade 15: \$8,000, \$8,250, \$8,500, \$8,750, \$9,000.

["Professional and scientific service:

["Grade 7: \$6,500, \$6,750, \$7,000, \$7,250, \$7,500.

["Grade 8: \$8,000, \$8,250, \$8,500, \$8,750, \$9,000."

[SEC. 5. (a) Title II of the Act of November 26, 1940, entitled "An Act extending the classified executive civil service of the United States", is hereby amended by deleting from section 3 (d) (viii) the words "verifiers, openers, packers, guards, inspectors, station inspectors" so that the paragraph as amended will read as follows:

["(viii) Offices or positions of clerks and laborers in the Customs Service of the Treasury Department, the compensation of which is fixed under an Act of Congress approved May 29, 1928 (45 Stat. 955), as amended;"]

[(b) Upon the passage of this Act, the Secretary of the Treasury shall allocate to the services and grades of the compensation schedules of the Classification Act of 1923, as amended, the other positions heretofore covered by said Act of May 29, 1928, in the same manner as other positions in the field service of the Treasury Department are allocated under section 2 of the Act of July 3, 1930 (46 Stat. 1003).

[(c) Nothing contained in this section shall be construed to decrease the existing compensation of any employee, but when his position shall become vacant it shall be filled in accordance with the regular compensation schedule applicable to such position.]

* * * * *

[SEC. 7. There are hereby authorized to be appropriated such sums as may be necessary to carry the provisions of this Act into effect.

[SEC. 8. Insofar as they are inconsistent or in conflict with prior laws, the provisions of this Act shall control.

[SEC. 9. This Act shall take effect on July 1, 1941.

[[PUBLIC LAW 694—77TH CONGRESS]

[[CHAPTER 543—2D SESSION]

[[H. R. 4217]

[AN ACT To amend section 13 of the Classification Act of 1923, as amended.

[Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That section 13 of the Classification Act of 1923, as amended, is hereby further amended to change the salary rates and definitions of certain grades therein, and the title and definition of the custodial service to read as follows:

(NOTE.—Those provisions of sec. 13 of the Classification Act of 1923, which are contained in Public Law 694, 77th Cong., are omitted, since such provisions have been further amended and are set forth above in their latest form as a part of the Classification Act of 1923, as amended.)

[SEC. 2. (a) Until such time as the provisions of title II of the Act of November 26, 1940 (Public, Numbered 880, Seventy-sixth Congress), become effective, the heads of the several executive departments and independent establishments having field positions in the grades affected by this Act, the compensation of which is required to be fixed in accordance with section 13 of the Classification Act of 1923, as amended, are authorized and directed to adjust such compensation to conform to the rates established for such grades under this Act.

[(b) Section 3 (d) (viii) of the Act of November 26, 1940 (Public, Numbered 880, Seventy-sixth Congress), as amended by the Act of August 1, 1941 (Public,

Numbered 200, Seventy-seventh Congress), is hereby further amended by deleting therefrom the words "and laborers".

[(c) Upon the passage of this Act, the Secretary of the Treasury shall allocate to the services and grades of the compensation schedules of the Classification Act of 1923, as amended, the positions of laborers heretofore covered by the Act of May 29, 1928 (45 Stat. 955), as amended, in the same manner as other positions in the field service of the Treasury Department are allocated under section 2 of the Act of July 3, 1930 (46 Stat. 1005).

[(d) Nothing contained in subsections (b) or (c) of this section shall be construed to decrease the existing compensation of any employee, but when his position shall become vacant it shall be filled in accordance with the regular compensation schedule applicable to such position.

[SEC. 3. In adjusting initially the rates of pay of employees affected by the provisions of this Act, the rules prescribed by section 6 of the Classification Act of 1923, as amended, shall govern: *Provided*, That existing allocations of positions previously made by the Civil Service Commission in the custodial service shall be used for initial pay-adjustment purposes under this Act and shall remain in effect until changed by the Civil Service Commission under provisions of this Act. *Provided further*, That in the case of positions subject to the allocation jurisdiction of the Civil Service Commission, and allocable to new grades six, seven, eight, nine, and ten of the professional and scientific service or new grades thirteen, fourteen, fifteen, sixteen, and seventeen of the clerical, administrative, and fiscal service, no such position shall be allocated to any of such new grades nor any incumbent paid any increased rate under this Act, unless and until the position concerned has been finally allocated to such grade by the Civil Service Commission in accordance with the provisions of this Act: *And provided further*, That nothing contained in this Act shall operate to decrease the pay of any present employee.

[SEC. 4. There are hereby authorized to be appropriated such sums as may be necessary to carry the provisions of this Act into effect.

[SEC. 5. This Act shall take effect]

FEDERAL EMPLOYEES PAY ACT OF 1945

[TITLE IV—AMENDMENTS TO CLASSIFICATION ACT OF 1923, AS AMENDED]

[ESTABLISHMENT OF RATES FOR CLASSES OF POSITIONS WITHIN GRADES]

SEC. 401. Section 3 of the Classification Act of 1923, as amended, is amended by inserting at the end of such section a paragraph reading as follows:

["In subdividing any grade into classes of positions, as provided in the foregoing paragraph, the Civil Service Commission, whenever it deems such action warranted by the nature of the duties and responsibilities of a class of positions in comparison with other classes in the same grade, and in the interests of good administration, is authorized to establish for any such class a minimum rate which shall be one of the pay rates, but not in excess of the middle rate, of that grade as set forth in section 13 of this Act, as amended. Whenever the Commission shall find that within the same Government organization and at the same location gross inequities exist between basic per annum rates of pay fixed for any class of positions under this Act and the compensation of employees whose basic rates of pay are fixed by wage boards or similar administrative authority serving the same purpose, the Commission is hereby empowered, in order to correct or reduce such inequities, to establish as the minimum rate of pay for such class of positions any rate not in excess of the middle rate within the range of pay fixed by this Act for the grade to which such class of positions is allocated. For the purposes of this section the fourth rate of a six-rate grade shall be considered the middle rate of that grade. Minimum rates established under this paragraph shall be duly published by regulation and, subject to the foregoing provisions, may be revised from time to time by the Commission. The Commission shall make a report of such actions or revisions with the reasons therefor to Congress at the end of each fiscal year. Actions by the Civil Service Commission under this paragraph shall apply to both the departmental and field services and shall have the force and effect of law."

PERIODIC WITHIN-GRADE SALARY ADVANCEMENTS

[SEC. 402. Subsection (b) of section 7 of the Classification Act of 1923, as amended, is amended to read as follows:

["(b) All employees compensated on a per annum basis, and occupying permanent positions within the scope of the compensation schedules fixed by this Act, who have not attained the maximum rate of compensation for the grade in which their positions are respectively allocated, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of (1) each twelve months of service if such employees are in grades in which the compensation increments are less than \$200, or (2) each eighteen months of service if such employees are in grades in which the compensation increments are \$200 or more, subject to the following conditions:

["(1) That no equivalent increase in compensation from any cause was received during such period, except increase made pursuant to subsection (f) of this section;

["(2) That an employee shall not be advanced unless his current efficiency is 'good' or better than 'good';

["(3) That the service and conduct of such employee are certified by the head of the department or agency or such official as he may designate as being otherwise satisfactory; and

["(4) That any employee, (A) who, while serving under permanent, war service, temporary, or any other type of appointment, has left his position to enter the armed forces or the merchant marine, or to comply with a war transfer as defined by the Civil Service Commission, (B) who has been separated under honorable conditions from active duty in the armed forces, or has received a certificate of satisfactory service in the merchant marine, or has a satisfactory record on war transfer, and (C) who, under regulations of the Civil Service Commission or the provisions of any law providing for restoration or reemployment, or under any other administrative procedure with respect to employees not subject to civil service rules and regulations, is restored, reemployed, or reinstated in any position subject to this section, shall upon his return to duty be entitled to within-grade salary advancements without regard to paragraphs (2) and (3) of this subsection, and to credit such service in the armed forces, in the merchant marine, and on war transfer, toward such within-grade salary advancements. As used in this paragraph the term 'service in the merchant marine' shall have the same meaning as when used in the Act entitled 'An Act to provide reemployment rights for persons who leave their positions to serve in the merchant marine, and for other purposes', approved June 23, 1943 (U. S. C., 1940 edition, Supp. IV, title 50 App., secs. 1471 to 1475, inc.)."

REWARDS FOR SUPERIOR ACCOMPLISHMENT; AUTHORIZATION AND LIMITATIONS

[SEC. 403. Subsection (f) of section 7 of the Classification Act of 1923, as amended, is amended to read as follows:

["(f) Within the limit of available appropriations, as a reward for superior accomplishment, under standards to be promulgated by the Civil Service Commission, and subject to prior approval by the Civil Service Commission, or delegation of authority as provided in subsection (g), the head of any department or agency is authorized to make additional within-grade compensation advancements, but any such additional advancements shall not exceed one step and no employee shall be eligible for more than one additional advancement hereunder within each of the time periods specified in subsection (b). All actions under this subsection and the reasons therefor shall be reported to the Civil Service Commission. The Commission shall present an annual consolidated report to the Congress covering the numbers and types of actions taken under this subsection."

REWARDS FOR SUPERIOR ACCOMPLISHMENT; RESPONSIBILITY OF CIVIL SERVICE COMMISSION

[SEC. 404. Subsection (g) of section 7 of the Classification Act of 1923, as amended, is amended to read as follows:

["(g) The Civil Service Commission is hereby authorized to issue such regulations as may be necessary for the administration of this section. In such regulations the Commission is hereby empowered, in its discretion, to delegate to the head of any department or agency, or his designated representative, the authority to approve additional within-grade compensation advancements provided for in

subsection (f), without prior approval in individual cases by the Commission. The Commission is also authorized to withdraw or suspend such authority from time to time, whenever post-audit of such actions by the Commission indicates that standards promulgated by the Commission have not been observed."

[INCREASE IN BASIC RATES OF COMPENSATION]

[SEC. 405. (a) Each of the existing rates of basic compensation set forth in section 13 of the Classification Act of 1923, as amended, except those affected by subsection (b) of this section, is hereby increased by 20 per centum of that part thereof which is not in excess of \$1,200 per annum, plus 10 per centum of that part thereof which is in excess of \$1,200 per annum but not in excess of \$4,600 per annum, plus 5 per centum of that part thereof which is in excess of \$4,600 per annum. Such augmented rates shall be considered to be the regular basic rates of compensation provided by such section.

[(b) (1) The proviso to the fifth paragraph under the heading "Crafts, Protective, and Custodial Service" in section 13 of the Classification Act of 1923 as amended, is hereby amended to read as follows: "Provided, That charwomen working part time be paid at the rate of 78 cents an hour, and head charwomen at the rate of 83 cents an hour".

[(2) Such section is amended so as to provide the following rates of compensation for positions in the clerical-mechanical service:

[Grade 1, 78 to 85 cents an hour.

[Grade 2, 91 to 98 cents an hour.

[Grade 3, \$1.05 to \$1.11 an hour.

[Grade 4, \$1.18 to \$1.31 an hour.

[(c) The increase in existing rates of basic compensation provided by this section shall not be construed to be an "equivalent increase" in compensation within the meaning of section 7 (b) (1) of the Classification Act of 1923, as amended.]

* * * * *

SEC. 603. * * *

(b) Notwithstanding any other provision of this Act, no officer or employee shall, by reason of the enactment of this Act or any amendment thereto, be paid with respect to any pay period, basic compensation, or basic compensation plus any additional compensation provided by this Act, at a rate in excess of [\$10,330] \$10,500 per annum, except that (1) any officer or employee who was receiving overtime compensation on June 30, 1945, and whose aggregate rate of compensation on such date was in excess of \$10,000 per annum may receive overtime compensation at such rate as will not cause his aggregate rate of compensation for any pay period to exceed the aggregate rate of compensation he was receiving on June 30, 1945, until he ceases to occupy the office or position he occupied on such date or until the overtime hours of work in his administrative workweek are reduced by action of the head of his department or independent establishment or agency, or Government-owned or controlled corporation, and when such overtime hours are reduced such rate of overtime compensation shall be reduced proportionately, and (2) any officer or employee who, because of the receipt of additional compensation in lieu of overtime compensation, was receiving aggregate compensation at a rate in excess of \$10,000 per annum on June 30, 1945 may continue to receive such rate of aggregate compensation so long as he continues to occupy the office or position he occupied on such date but in no case beyond June 30, 1947.

FEDERAL EMPLOYEES PAY ACT OF 1946

[INCREASE IN CLASSIFICATION ACT PAY RATES]

[SEC. 2. (a) Each of the existing rates of basic compensation provided by section 13 of the Classification Act of 1923, as amended and supplemented, except those affected by subsection (b) of this section, is hereby increased by 14 per centum or \$250 per annum whichever is the greater, except that no such rate shall be increased by more than 25 per centum. Such augmented rates shall be considered to be the regular rates of basic compensation provided by such section.

[(b) (1) The proviso to the fifth paragraph under the heading "Crafts, Protective, and Custodial Service" in section 13 of the Classification Act of 1923

as amended, is hereby amended to read as follows: "Provided, That charwomen working part time be paid at the rate of 90 cents an hour, and head charwomen at the rate of 95 cents an hour".

[(2) Such section is amended so as to provide the following rates of compensation for positions in the clerical-mechanical service:

[Grade 1, 90 to 97 cents an hour.

[Grade 2, \$1.04 to \$1.12 an hour.

[Grade 3, \$1.20 to \$1.27 an hour.

[Grade 4, \$1.35 to \$1.49 an hour.

[(c) The increase in existing rates of basic compensation provided by this section shall not be construed to be an "equivalent increase" in compensation within the meaning of section 7 (b) (1) of the Classification Act of 1923, as amended.]

* * * * *

SEC. 7. * * *

(b) Notwithstanding any other provision of this Act, no officer or employee shall, by reason of the enactment of this Act, be paid with respect to any pay period, basic compensation, or basic compensation plus any additional compensation provided by the Federal Employees Pay Act of 1945, as amended, at a rate in excess of **[\$10,330]** \$10,500 per annum.

* * * * *

[SEC. 12. (a) Section 13 of the Classification Act of 1923, as amended, is hereby further amended by striking out the second paragraph relating to grade 9 of the Crafts, Protective, and Custodial Service and substituting therefor the following:

["The annual rates of compensation for positions in this grade shall be \$2,870, \$2,980, \$3,090, \$3,200, \$3,310, \$3,420, and \$3,530."

[(b) Section 13 of the Classification Act of 1923, as amended, is hereby further amended by striking out the second paragraph relating to grade 10 of the Crafts, Protective, and Custodial Service and substituting therefor the following:

["The annual rates of compensation for positions in this grade shall be \$3,200, \$3,310, \$3,420, \$3,530, \$3,640, \$3,750, and \$3,860."

[(c) With respect to grades 9 and 10 of the Crafts, Protective, and Custodial Service, the increase in rates of basic compensation provided by section 2 of this Act shall be computed on the rates of basic compensation established for such grades, as amended by subsections (a) and (b) of this section.]



POSTAL RATE REVISION AND FEDERAL EMPLOYEES SALARY ACT OF 1948

SEC. 303. * * *

(c) No officer or employee shall, by reason of any provision of this title, be paid with respect to any pay period, basic compensation, or basic compensation plus any additional compensation provided by the Federal Employees Pay Act of 1945, as amended, at a rate in excess of **[\$10,330]** \$10,500 per annum.

APPENDIX A.—Comparison of proposed general schedule and existing P, SP, and CAF pay scales 1—H. R. 5931, Classification Revision Act of 1949—proposed revision of Classification Act salary schedules

Pro- posed grade	Present service and grade													Spread	Steps	Number of employees in grade 2
	GS	P	SP	CAF												
1			1	1	\$2,186.00	\$2,186.00	\$2,206.00	\$2,316.00	\$2,426.00	\$2,506.00	\$2,586.00	\$2,666.00	(\$2,666.00)	\$480	6 x 80	19,000
					2,020.00	2,086.00	2,152.00	2,218.00	2,284.00	2,350.00	2,423.04	2,498.28				
			2		2,086.00	2,152.00	2,218.00	2,284.00	2,350.00	2,423.04	2,498.28	2,573.52				
							114.00	128.00	142.00	156.00	162.96	167.72	92.48			
2					166.00	2,584.00	2,544.00	2,624.00	2,704.00	2,784.00	2,864.00			480	6 x 80	121,817
				2	2,284.00	2,350.00	2,423.04	2,498.28	2,573.52	2,648.76	2,724.00					
			3		100.00	114.00	120.96	125.72	130.48	135.24	140.00					
3					2,600.00	2,680.00	2,760.00	2,840.00	2,920.00	3,000.00	3,080.00			480	6 x 80	150,519
				3	2,498.28	2,573.52	2,648.76	2,724.00	2,799.24	2,874.48	2,949.72					
							106.48	116.00	120.76	125.52	130.28					
4					2,824.00	2,904.00	2,984.00	3,064.00	3,144.00	3,224.00	3,304.00			480	6 x 80	99,020
				4	2,724.00	2,799.24	2,874.48	2,949.72	3,024.96	3,100.20	3,175.44					
					100.00	104.76	109.52	114.28	119.04	123.80	128.56					
5					3,075.00	3,200.00	3,325.00	3,450.00	3,575.00	3,700.00	3,825.00			750	6 x 125	67,574
			1		2,974.80	3,100.20	3,225.60	3,351.00	3,476.40	3,601.80	3,727.20					
				5	100.20	99.80	99.40	99.00	98.60	98.20	97.80					
6					3,451.00	3,576.00	3,701.00	3,826.00	3,951.00	4,076.00	4,201.00			750	6 x 125	29,208
				6	3,351.00	3,476.40	3,601.80	3,727.20	3,852.60	3,978.00	4,103.40					
					100.00	99.60	99.20	98.80	98.40	98.00	97.60					
7					3,827.00	3,952.00	4,077.00	4,202.00	4,327.00	4,452.00	4,577.00			750	6 x 125	65,939
			2		3,727.20	3,852.60	3,978.00	4,103.40	4,228.80	4,354.20	4,479.60					
				7	99.80	99.40	99.00	98.60	98.20	97.80	97.40					
8					4,200.00	4,325.00	4,450.00	4,575.00	4,700.00	4,825.00	4,950.00			750	6 x 125	13,172
				8	4,103.40	4,228.80	4,354.20	4,479.60	4,605.00	4,730.40	4,855.80					
					96.60	96.20	95.80	95.40	95.00	94.60	94.20					
9					4,600.00	4,725.00	4,850.00	4,975.00	5,100.00	5,225.00	5,350.00			750	6 x 125	53,942
			3		4,479.60	4,605.00	4,730.40	4,855.80	4,981.20	5,106.60	5,232.00					
				9	120.40	120.00	119.60	119.20	118.80	118.40	118.00					
10					5,000.00	5,125.00	5,250.00	5,375.00	5,500.00	5,625.00	5,750.00			750	6 x 125	6,937
				10	4,855.80	4,981.20	5,106.60	5,232.00	5,357.40	5,482.80	5,608.20					
					144.20	143.80	143.40	143.00	142.60	142.20	141.80					
11					5,400.00	5,600.00	5,800.00	6,000.00	6,200.00	6,400.00	6,600.00			1,000	5 x 200	30,288
			4		5,232.00	5,432.80	5,633.60	5,834.40	6,035.20	6,236.00	6,436.80					
				11	168.00	117.20	66.40	15.60								
12					6,400.00	6,600.00	6,800.00	7,000.00	7,200.00	7,400.00	7,600.00			1,000	5 x 200	24,204
			5		6,235.20	6,436.80	6,638.40	6,839.20	7,040.00	7,240.80	7,441.60					
				12	164.80	125.40	86.00	46.60	7.20							

13	6	13	7,600.00	7,800.00	8,000.00	8,200.00	8,400.00	8,600.00	1,000	5 x 200	11,159
			7,432.20	7,671.60	7,911.00	8,150.40	8,389.80	8,629.20			
			167.80	128.40	89.00	49.60	10.20				
14			8,800.00	9,000.00	9,200.00	9,400.00	9,600.00	9,800.00	1,000	5 x 200	4,474
	7	14	8,500.50	8,808.75	9,108.00		9,407.25	9,706.50			
			290.50	191.25	92.00		192.75	93.50			
15			10,000.00	10,250.00	10,500.00	(10,500.00)	10,750.00	11,000.00	1,000	4 x 250	1,666
	8	15			10,305.00	10,330.00					
					195.00	170.00					
16			11,500.00	11,750.00	12,000.00	12,250.00	12,500.00	12,750.00	1,000	4 x 250	
17			13,000.00	13,250.00	13,500.00	13,750.00	14,000.00		1,000	4 x 250	
18			15,000.00								

¹ Proposed grades and rates are in italics. Present rates are immediately below the corresponding proposed rate. The amount of increase of the proposed rate over the present rate is shown immediately below these rates.

² Federal executive branch (including General Accounting Office and the Government Printing Office), continental United States as of July 1, 1943; total 698,919 employees.

APPENDIX B.—Comparison of proposed crafts, protective, and custodial schedule and existing CPC pay scales¹—H. R. 5931, Classification Revision Act of 1949—proposed revision of Classification Act salary schedules

Proposed grade—CPC	Present service and grade—CPC	\$1,510.00	\$1,570.00	\$1,630.00	\$1,690.00	\$1,750.00	\$1,810.00	\$1,870.00	Spread	Steps	Number of employees in grade ²
1	1	1,410.00	1,570.00	1,500.00	1,588.00	1,660.00	1,690.00	1,732.00	\$360	6 x 60	199
2	2	2,120.00	2,190.00	2,060.00	2,130.00	2,200.00	2,230.00	2,260.00	420	6 x 70	26,182
3	3	2,252.00	2,332.00	2,212.00	2,282.00	2,352.00	2,382.00	2,412.00	480	6 x 80	21,512
4	4	2,450.00	2,530.00	2,410.00	2,480.00	2,550.00	2,580.00	2,610.00	480	6 x 80	16,728
5	5	2,674.00	2,754.00	2,634.00	2,704.00	2,774.00	2,804.00	2,834.00	480	6 x 80	8,579
6	6	2,900.00	2,980.00	2,860.00	2,940.00	3,020.00	3,060.00	3,100.00	480	6 x 80	15,523
7	7	3,125.00	3,225.00	3,105.00	3,205.00	3,305.00	3,345.00	3,385.00	600	6 x 100	9,059
8	8	3,400.00	3,525.00	3,405.00	3,530.00	3,655.00	3,695.00	3,735.00	750	6 x 125	3,819
9	9	3,775.00	3,900.00	3,775.00	3,900.00	4,025.00	4,065.00	4,105.00	750	6 x 125	1,268
10	10	4,150.00	4,275.00	4,150.00	4,275.00	4,400.00	4,440.00	4,480.00	750	6 x 125	1,134
		3,978.00	4,103.40	4,228.80	4,354.20	4,479.60	4,605.00	4,730.40			
		172.00	171.60	171.20	170.80	170.40	170.00	169.60			

¹ Proposed grades and rates are in italics.

Present rates are immediately below the corresponding proposed rate. The amount of increase of the proposed rate over the present rate is shown immediately below these 2 rates.

² Federal executive branch (including General Accounting Office and Government Printing Office), continental United States, as of July 1, 1948: total 104,003 employees.

APPENDIX C.—Schedule of basic annual rates of pay for positions subject to the Classification Act of 1923, as amended ¹

Service and grade ²				Rate in effect June 1945	Rate effective July 1, 1945 ³	Rate effective July 1, 1946 ⁴	Rate effective July 11, 1948 ⁵	Increase in July 11, 1948, rate from—		
P	SP	CAF	CPC					June 1945 rate		July 1, 1946, ⁶ percent
								Amount	Percent	
1	1	2	1	\$720	\$864.00	\$1,080.00	\$1,410.00	\$690.00	95.8	30.6
			780	936.00	1,170.00	1,500.00	720.00	92.3	28.2	
			840	1,008.00	1,258.00	1,588.00	748.00	89.0	26.2	
			900	1,080.00	1,330.00	1,660.00	760.00	84.4	24.8	
			960	1,152.00	1,402.00	1,732.00	772.00	80.4	23.5	
			1,200	1,440.00	1,690.00	2,020.00	820.00	68.3	19.5	
			1,260	1,506.00	1,756.00	2,086.00	826.00	65.6	18.8	
			1,320	1,572.00	1,822.00	2,152.00	832.00	63.0	18.1	
		3	1,380	1,638.00	1,888.00	2,218.00	838.00	60.7	17.5	
			1,440	1,704.00	1,954.00	2,284.00	844.00	58.6	16.7	
			1,500	1,770.00	2,020.00	2,350.00	850.00	56.7	16.3	
			1,560	1,836.00	2,093.04	2,423.04	863.04	55.3	15.8	
			1,620	1,902.00	2,168.28	2,498.28	878.28	54.2	15.2	
			1,680	1,968.00	2,243.52	2,573.52	893.52	53.2	14.7	
			1,740	2,034.00	2,318.76	2,648.76	908.76	52.2	14.2	
			1,800	2,100.00	2,394.00	2,724.00	924.00	51.3	13.8	
	6	1,860	2,166.00	2,469.24	2,799.24	939.24	50.5	13.4		
		1,920	2,232.00	2,544.48	2,874.48	954.48	49.7	13.0		
		1,980	2,298.00	2,619.72	2,949.72	969.72	49.0	12.6		
		2,000	2,320.00	2,644.80	2,974.80	974.80	48.7	12.5		
		2,040	2,364.00	2,694.96	3,024.96	984.96	48.3	12.2		
		2,100	2,430.00	2,770.20	3,100.20	1,000.20	47.6	11.9		
		2,160	2,496.00	2,845.44	3,175.44	1,015.44	47.0	11.6		
		2,200	2,540.00	2,895.60	3,225.60	1,025.60	46.6	11.4		
	7	6	2,220	2,562.00	2,920.68	3,250.68	1,030.68	46.4	11.3	
			2,300	2,650.00	3,021.00	3,351.00	1,051.00	45.7	10.9	
			2,340	2,690.00	3,071.80	3,601.80	1,301.80	56.6	20.1	
			2,400	2,760.00	3,146.40	3,476.40	1,076.40	44.9	10.5	
			2,460	2,760.00	3,397.20	3,727.20	1,327.20	55.3	9.7	
			2,500	2,870.00	3,271.80	3,601.80	1,101.80	41.1	10.1	
			2,500	2,870.00	3,522.60	3,852.60	1,352.60	54.1	9.4	
			2,600	2,980.00	3,397.20	3,727.20	1,127.20	43.4	9.7	
8		2,600	2,980.00	3,648.00	3,978.00	1,378.00	53.0	9.0		
		2,700	3,090.00	3,522.60	3,852.60	1,152.60	42.7	9.4		
		2,700	3,090.00	3,773.40	4,103.40	1,403.40	52.0	8.7		
		2,800	3,200.00	3,648.00	3,978.00	1,178.00	42.1	9.0		
		2,800	3,200.00	3,898.80	4,228.80	1,428.80	51.0	8.5		
		2,900	3,310.00	3,773.40	4,103.40	1,203.40	41.5	8.7		
		2,900	3,310.00	4,024.20	4,354.20	1,454.20	50.1	8.2		
		3,000	3,420.00	3,898.80	4,228.80	1,228.80	41.0	8.5		
3	9	3,000	3,420.00	4,149.60	4,479.60	1,479.60	49.3	8.0		
		3,100	3,530.00	4,024.20	4,354.20	1,254.20	40.5	8.2		
		3,100	3,530.00	4,275.00	4,605.00	1,505.00	48.5	7.7		
		3,200	3,640.00	4,149.60	4,479.60	1,279.60	40.0	8.0		
		3,200	3,640.00	4,400.40	4,730.40	1,530.40	47.8	7.5		
		3,300	3,750.00	4,275.00	4,605.00	1,305.00	39.5	7.7		
		3,400	3,860.00	4,400.40	4,730.40	1,330.40	39.1	7.5		
		3,500	3,970.00	4,525.80	4,855.80	1,355.80	38.7	7.3		
	10	3,600	4,080.00	4,651.20	4,981.20	1,381.20	38.4	7.1		
		3,700	4,190.00	4,776.60	5,106.60	1,406.60	38.0	6.9		
		3,800	4,300.00	4,902.00	5,232.00	1,432.00	37.7	6.7		
		3,900	4,410.00	5,027.40	5,357.40	1,457.40	37.4	6.6		
		4,000	4,520.00	5,152.80	5,482.80	1,482.80	37.1	6.4		
		4,100	4,630.00	5,278.20	5,608.20	1,508.20	36.8	6.3		
		4,200	4,740.00	5,403.60	5,733.60	1,533.60	36.5	6.1		
		4,400	4,960.00	5,654.40	5,984.40	1,584.40	36.0	5.8		
5	12	4,600	5,180.00	5,905.20	6,235.20	1,635.20	35.5	5.6		
		4,800	5,390.00	6,144.60	6,474.60	1,674.60	34.9	5.4		
		5,000	5,600.00	6,384.00	6,714.00	1,714.00	34.3	5.2		
		5,200	5,810.00	6,623.40	6,953.40	1,753.40	33.7	5.0		
		5,400	6,020.00	6,862.80	7,192.80	1,792.80	33.2	4.8		
		5,600	6,230.00	7,102.20	7,432.20	1,832.20	32.7	4.6		
		5,800	6,440.00	7,341.60	7,671.60	1,871.60	32.3	4.5		
		6,000	6,650.00	7,581.00	7,911.00	1,911.00	31.9	4.4		
	13	6,200	6,860.00	7,820.40	8,150.40	1,950.40	31.5	4.2		
		6,400	7,070.00	8,059.80	8,389.80	1,989.80	31.1	4.1		
		6,500	7,175.00	8,179.50	8,509.50	2,009.50	30.9	4.0		
		6,750	7,437.50	8,478.75	8,808.75	2,058.75	30.5	3.9		
		7,000	7,700.00	8,778.00	9,108.00	2,108.00	30.1	3.8		
		7,250	7,962.50	9,077.25	9,407.25	2,157.25	29.8	3.6		
		7,500	8,225.00	9,376.50	9,706.50	2,206.50	29.4	3.5		

See footnotes at end of table, p. 50.

APPENDIX C.—*Schedule of basic annual rates of pay for positions subject to the Classification Act of 1923, as amended*¹—Continued

Service and grade ²				Rate in effect June 1945	Rate effective July 1, 1945 ³	Rate effective July 1, 1946 ⁴	Rate effective July 11, 1948 ⁵	Increase in July 11, 1948, rate from—		
P	SP	CAF	CPC					June 1945 rate		July 1, 1946, ⁶ percent
								Amount	Percent	
8	-----	15	-----	\$8,000	\$8,750.00	\$9,975.00	\$10,305.00	\$2,305.00	28.8	3.4
				8,250	9,012.50	10,000.00	10,330.00	2,080.00	25.2	3.1
				8,500	9,275.00	10,000.00	10,330.00	1,830.00	21.5	3.1
				8,750	9,537.50	10,000.00	10,330.00	1,580.00	18.1	3.1
				9,000	9,800.00	10,000.00	10,330.00	1,330.00	14.8	3.1

¹ In addition to the annual rates, there are hourly rates of pay in effect in specified positions in the CPC service and for all positions in the clerical-mechanical (CM) service as follows:

	June 1945	July 1, 1945	July 1, 1946	July 1948
CPC service:				
Part-time charwoman.....	\$0.50	\$0.78	\$0.90	\$1.10
Part-time head charwoman.....	.55	.83	.95	1.15
CM service:				
Grade 1.....	.55-.60	.78-.85	.90-.97	1.10-1.17
Grade 2.....	.65-.70	.91-.98	1.04-1.12	1.24-1.32
Grade 3.....	.75-.80	1.05-1.11	1.20-1.27	1.40-1.47
Grade 4.....	.85-.95	1.18-1.31	1.35-1.49	1.55-1.69

² The abbreviations represent the following service classifications: P—professional and scientific service; SP—subprofessional service; CAF—clerical, administrative, and fiscal service; CPC—crafts, protective, and custodial service. The various grades in each service are indicated by placing the grade number opposite the rate which is the minimum for the grade specified. For the P-9 and CAF-16 grades, Congress, in individual cases, expressly fixes a rate of pay.

³ Public Law 106, 79th Cong., increased annual salary rates on July 1, 1945, by the following formula: An increase of 20 percent on the first \$1,200 of each salary rate, 10 percent on that part between \$1,200 and \$4,600, 5 percent on that part over \$4,600.

⁴ Public Law 390, 79th Cong., increased the annual salary rates on July 1, 1946, by the following formula: An increase of 14 percent or \$250, whichever was greater amount, except that no rate was to be increased by more than 25 percent nor to exceed an aggregate rate of \$10,000.

⁵ Public Law 900, 80th Cong., increased annual salary rates by \$330, effective first day of first pay period beginning after June 30, 1948, with a maximum rate of \$10,330.

⁶ Part of increase in CPC 9 and 10 grades due to upward revision of basic rates by Federal Employees Pay Act of 1946.

Source: U. S. Civil Service Commission.

81ST CONGRESS
1ST SESSION

H. R. 5931

[Report No. 1264]

IN THE HOUSE OF REPRESENTATIVES

AUGUST 9, 1949

Mr. MURRAY of Tennessee introduced the following bill; which was referred to the Committee on Post Office and Civil Service

AUGUST 15, 1949

Reported with amendments, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

[Omit the part struck through and insert the part printed in italic]

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the "Classification Revision
4 Act of 1949".

5 TITLE I—DECLARATION OF POLICY

6 SEC. 101. It is the purpose of this Act to provide a
7 plan for classification of positions and for rates of basic
8 compensation whereby—

(1) in determining the rate of basic compensation which an officer or employee shall receive, (A) the principle of equal pay for substantially equal work shall be followed, and (B) variations in rates of basic compensation paid to different officers and employees shall be in proportion to substantial differences in the difficulty, responsibility, and qualification requirements of the work performed and to the contributions of officers and employees to efficiency and economy in the service; and

(2) individual positions shall, in accordance with their duties, responsibilities, and qualification requirements, be so grouped and identified by classes and grades, as defined in section 301, and the various classes shall be so described in published standards, as provided for in title IV, that the resulting position-classification system can be used in all phases of personnel administration.

TITLE II—COVERAGE AND EXEMPTIONS

SEC. 201. (a) For the purposes of this Act, the term “department” includes (1) the executive departments, (2) the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States, (3) the Administrative Office of the United States Courts, (4) the Library of Congress, (5) the Botanic Garden, (6) the Government Printing Office, (7) the Gen-

1 eral Accounting Office, (8) the Office of the Architect of the
2 Capitol, and (9) the municipal government of the District
3 of Columbia.

4 (b) Subject to the exemptions specified in section 202,
5 and except as provided in section 204, this Act shall apply
6 to all civilian positions, officers, and employees in or under
7 the departments.

8 SEC. 202. This Act shall not apply to—

9 (1) the field service of the Post Office Department,
10 for which the salary rates are fixed by Public Law 134,
11 Seventy-ninth Congress, approved July 6, 1945, as
12 amended and supplemented;

13 (2) the Foreign Service of the United States under
14 the Department of State, for which the salary rates
15 are fixed by the Foreign Service Act of 1946, as supple-
16 mented by Public Law 160, Eighty-first Congress,
17 approved July 6, 1949; *and positions in or under the*
18 *Department of State which are (A) connected with the*
19 *representation of the United States to international*
20 *organizations, and (B) specifically exempted by law*
21 *from the Classification Act of 1923, as amended, or any*
22 *other classification or compensation law;*

23 (3) physicians, dentists, nurses, and other em-
24 ployees in the Department of Medicine and Surgery in
25 the Veterans' Administration, whose compensation is

1 fixed under Public Law 293, Seventy-ninth Congress,
2 approved January 3, 1946;

3 (4) teachers, school officers, and employees of the
4 Board of Education of the District of Columbia, whose
5 compensation is fixed under the District of Columbia
6 Teachers' Salary Act of 1947, as supplemented by Public
7 Law 151, Eighty-first Congress, approved June 30,
8 1949;

9 (5) officers and members of the Metropolitan Police,
10 the Fire Department of the District of Columbia, the
11 United States Park Police, and the White House Police;

12 (6) lighthouse keepers and civilian employees on
13 lightships and vessels of the Coast Guard, whose com-
14 pensation is fixed under authority of Public, Numbered
15 383, Seventy-fifth Congress, approved August 26, 1937,
16 or Public Law 143, Eighty-first Congress, approved
17 June 29, 1949;

18 (7) employees in recognized trades or crafts, or
19 other skilled mechanical crafts, or in unskilled, semi-
20 skilled, or skilled manual-labor occupations (except such
21 employees who are engaged in the maintenance and
22 operation of public buildings and associated equipment
23 or perform work in scientific or engineering laboratories
24 as aides to scientists or engineers), and employees in the

1 Bureau of Engraving and Printing the duties of whom
2 are to perform or to direct manual or machine operations
3 requiring special skill or experience, or to perform or
4 direct the counting, examining, sorting, or other veri-
5 fication of the product of manual or machine operations,
6 whose compensation shall be fixed and adjusted from
7 time to time as nearly as is consistent with the public
8 interest in accordance with prevailing rates;

9 (8) officers and members of crews of vessels, whose
10 compensation shall be fixed and adjusted from time to
11 time as nearly as is consistent with the public interest
12 in accordance with prevailing rates and practices in the
13 maritime industry;

14 (9) employees of the Government Printing Office
15 whose compensation is fixed under Public, Numbered
16 276, Sixty-eighth Congress, approved June 7, 1924;

17 (10) civilian professors, lecturers, and instructors
18 at the Naval War College and the Naval Academy whose
19 compensation is fixed under Public Law 604, Seventy-
20 ninth Congress, approved August 2, 1946; senior pro-
21 fessors, professors, associate and assistant professors, and
22 instructors at the Naval Postgraduate School whose
23 compensation is fixed under Public Law 303, Eightieth
24 Congress, approved July 31, 1947; and the Academic

1 Dean of the Postgraduate School of the Naval Academy
2 whose compensation is fixed under Public Law 402,
3 Seventy-ninth Congress, approved June 10, 1946;

4 (11) aliens or persons not citizens of the United
5 States who occupy positions outside the several States
6 and the District of Columbia;

7 (12) the Tennessee Valley Authority;

8 (13) the Inland Waterways Corporation;

9 (14) the Alaska Railroad;

10 (15) the Virgin Islands Corporation;

11 (16) the Central Intelligence Agency;

12 (17) employees who serve without compensation
13 or at nominal rates of compensation;

14 (18) employees none or only part of whose com-
15 pensation is paid from appropriated funds of the United
16 States: *Provided*, That with respect to the Veterans'
17 Canteen Service in the Veterans' Administration, the
18 provisions of this paragraph shall be applicable only to
19 those positions which are exempt from the Classifica-
20 tion Act of 1923, as amended, pursuant to Public Law
21 636, Seventy-ninth Congress, approved August 7, 1946,
22 as amended;

23 (19) employees whose compensation is fixed under
24 a cooperative agreement between the United States
25 and (A) a State, Territory, or possession of the United

1 States, or political subdivision thereof, or (B) a person
2 or organization outside the service of the Federal
3 Government;

4 (20) student nurses, medical or dental interns,
5 residents-in-training, student dietitians, student physical
6 therapists, student occupational therapists, and other
7 student employees, assigned or attached to a hospital,
8 clinic, or laboratory primarily for training purposes,
9 whose compensation is fixed under Public Law 330,
10 Eightieth Congress, approved August 4, 1947, or sec-
11 tion 14 (b) of Public Law 293, Seventy-ninth Con-
12 gress, approved January 3, 1946, as amended by Public
13 Law 722, Eightieth Congress, approved June 19, 1948;

14 (21) inmates, patients, or beneficiaries receiving
15 care or treatment or living in Government agencies or
16 institutions;

17 (22) experts or consultants, when employed tem-
18 porarily or intermittently in accordance with section 15
19 of Public Law 600, Seventy-ninth Congress, approved
20 August 2, 1946;

21 (23) emergency or seasonal employees whose
22 employment is of uncertain or purely temporary dura-
23 tion, or who are employed for brief periods at intervals;

24 (24) persons employed on a fee, contract, or piece-
25 work basis;

(25) persons who may lawfully perform their duties concurrently with their private profession, business, or other employment, and whose duties require only a portion of their time, where it is impracticable to ascertain or anticipate the proportion of time devoted to the service of the Federal Government;

(26) positions for which rates of basic compensation are individually fixed, or expressly authorized to be fixed, by any other law, at or in excess of the maximum scheduled rate of the highest grade established by this Act.

SEC. 203. The Civil Service Commission, hereinafter referred to as the "Commission", is authorized and directed to determine finally the applicability of sections 201 and 202 to specific positions, officers, and employees.

SEC. 204. (a) The classes of employees whose compensation is authorized by section 3 of the Legislative Pay Act of 1929, as amended (46 Stat. 38; 55 Stat. 615), to be fixed by the Architect of the Capitol without regard to the Classification Act of 1923, as amended, are authorized to be compensated without regard to this Act.

(b) This Act shall not apply to any officer or employee of the Office of the Architect of the Capitol whose compensation is fixed by any other law.

1 (c) Sections 202 and 203 shall not apply to the Office
2 of the Architect of the Capitol.

3 TITLE III—BASIS FOR CLASSIFYING POSITIONS

4 SEC. 301. For the purposes of this Act, the term—

5 (1) “position” means the work, consisting of the
6 duties and responsibilities, assignable to an officer or
7 employee;

8 (2) “class” or “class of positions” includes all
9 positions which are sufficiently similar, as to (A) kind
10 or subject-matter of work, (B) level of difficulty and
11 responsibility, and (C) the qualification requirements
12 of the work, to warrant similar treatment in personnel
13 and pay administration; and

14 (3) “grade” includes all classes of positions which
15 (although different with respect to kind or subject-
16 matter of work) are sufficiently equivalent as to (A)
17 level of difficulty and responsibility, and (B) level of
18 qualification requirements of the work, to warrant the
19 inclusion of such classes of positions within one range
20 of rates of basic compensation, as specified in title VI.

21 SEC. 302. (a) Each position shall be placed in its
22 appropriate class. The basis for determining the class in
23 which each position shall be placed shall be the duties and

1 responsibilities of such position and the qualifications re-
2 quired by such duties and responsibilities.

3 (b) Each class shall be placed in its appropriate grade.

4 The basis for determining the grade in which each class
5 shall be placed shall be the level of difficulty, responsibility,
6 and qualification requirements of the work of such class.

7 SEC. 303. No appropriated funds shall be used to pay
8 the compensation of any officer or employee who places a
9 supervisory position in a class and grade solely on the basis
10 of the size of the group, section, bureau, or other organiza-
11 tion unit or the number of subordinates supervised. Such
12 factors may be given effect only to the extent warranted
13 by the work load of the organization unit and then only
14 in combination with other factors, such as the kind, diffi-
15 culty, and complexity of work supervised, the degree and
16 scope of responsibility delegated to the supervisor, and the
17 kind, degree, and character of the supervision actually
18 exercised.

19 TITLE IV—PREPARATION AND PUBLICATION OF
20 STANDARDS

21 SEC. 401. (a) The Commission, after consultation with
22 the departments, shall prepare standards for placing posi-
23 tions in their proper classes and grades. The Commission

1 is authorized to make such inquiries or investigations of the
2 duties, responsibilities, and qualification requirements of
3 positions as it deems necessary for this purpose. In such
4 standards the Commission shall (1) define the various
5 classes of positions that exist in the service in terms of
6 duties, responsibilities, and qualification requirements; (2)
7 establish the official class titles; and (3) set forth the grades
8 in which such classes have been placed by the Commission.
9 At the request of the Commission, the departments shall
10 furnish information for and cooperate in the preparation
11 of such standards. Such standards shall be published in
12 such form as the Commission may determine.

13 (b) The Commission shall keep such standards up to
14 date. From time to time, after consultation with the depart-
15 ments to the extent deemed necessary by the Commission,
16 it may revise, supplement, or abolish existing standards, or
17 prepare new standards, so that, as nearly as may be practi-
18 cable, positions existing at any given time within the service
19 will be covered by current published standards.

20 (c) The official class titles so established shall be used
21 for personnel, budget, and fiscal purposes, but this require-
22 ment shall not prevent the use of organizational or other
23 titles for internal administration, public convenience, law
24 enforcement, or similar purposes.

1 TITLE V—AUTHORITY AND PROCEDURE

2 SEC. 501. (a) Notwithstanding section 502, the Com-
3 mission shall have authority, which may be exercised at
4 any time in its discretion, to—

5 (1) ascertain currently the facts as to the duties,
6 responsibilities, and qualification requirements of any
7 position;

8 (2) place in an appropriate class and grade any
9 newly created position or any position coming initially
10 under this Act;

11 (3) decide whether any position is in its appro-
12 priate class and grade; and

13 (4) change any position from one class or grade to
14 another class or grade whenever the facts warrant.

15 The Commission shall certify to the department concerned
16 action taken by the Commission under paragraph (2) or
17 (4). The department shall take action in accordance with
18 such certificate, and such certificate shall be binding on all
19 administrative, certifying, pay roll, disbursing, and account-
20 ing officers of the Government.

21 (b) Any employee or employees (including any officer
22 or officers) affected or any department may request at any
23 time that the Commission exercise the authority granted
24 to it under subsection (a) and the Commission shall act
25 upon such request.

1 SEC. 502. (a) Except as otherwise provided in this title,
2 each department shall place each position under its juris-
3 diction and to which this Act applies in its appropriate class
4 and grade in conformance with standards published by the
5 Commission or, if no published standards directly apply, con-
6 sistently with published standards. A department may,
7 whenever the facts warrant, change any position which it
8 has placed in a class or grade under this subsection from
9 such class or grade to another class or grade. Such actions
10 of the departments shall be the basis for the payment of
11 compensation and for personnel transactions until changed
12 by certificate of the Commission.

13 (b) The Commission shall, from time to time, review
14 such number of positions in each department as will enable
15 the Commission to determine whether such department is
16 placing positions in classes and grades in conformance with
17 or consistently with published standards.

18 SEC. 503. Whenever the Commission finds under
19 section 502 (b) that a position to which this Act applies is
20 not placed in its proper class and grade in conformance with
21 published standards or that positions for which no standards
22 have been published are not placed in classes and grades
23 consistently with published standards, it shall, after consulta-
24 tion with appropriate officers or employees of the depart-
25 ment concerned, place each such position in its appropriate

1 class and grade and shall certify such action to the
2 department. The department shall take action in accordance
3 with such certificate, and such certificate shall be binding
4 on all administrative, certifying, pay roll, disbursing, and
5 accounting officers of the Government.

6 SEC. 504. (a) Whenever the Commission finds that
7 any department is not placing positions in classes and grades
8 in conformance with or consistently with published stand-
9 ards, it may revoke or suspend in whole or in part the
10 authority granted to the department under section 502 and
11 require that prior approval of the Commission be secured
12 before an action placing a position in a class and grade be-
13 comes effective for pay roll and other personnel purposes.
14 Such revocations or suspensions may be limited, in the dis-
15 cretion of the Commission, to (1) the departmental or field
16 service, or any part thereof; (2) any geographic area;
17 (3) any organization unit or group of organization units;
18 (4) certain types of classification actions; (5) classes in
19 particular occupational groups or grades; or (6) classes
20 for which standards have not been published.

21 (b) After all or part of the authority of the depart-
22 ment has been revoked or suspended, the Commission may
23 at any time restore such authority to the extent that it is
24 satisfied that subsequent actions placing positions in classes

1 and grades will be taken in conformance with or con-
2 sistently with published standards.

3 SEC. 505. (a) No position shall be placed in Grade 16
4 or 17 of the General Schedule except by action of, or after
5 prior approval by, the Commission.

6 (b) No position shall be placed in or removed from
7 Grade 18 of the General Schedule except by the President
8 upon recommendation of the Commission.

9 SEC. 506. The Commission may (1) prescribe the
10 form in which each department shall record the duties and
11 responsibilities of positions to which this Act applies and the
12 places where such records shall be maintained, (2) examine
13 these or any other pertinent records of the department, and
14 (3) interview any officers or employees of the department
15 who have knowledge of the duties and responsibilities of such
16 positions and information as to the reasons for placing a posi-
17 tion in any class and grade.

18 TITLE VI—BASIC COMPENSATION SCHEDULES

19 SEC. 601. There are hereby established the following
20 basic compensation schedules for positions to which this Act
21 applies:

22 (1) A "General Schedule", the symbol for which
23 shall be "GS", in lieu of the professional and scientific
24 service, the clerical, administrative, and fiscal service,

1 and the subprofessional service specified in section 13 of
2 the Classification Act of 1923, as amended; and

3 (2) A "Crafts, Protective, and Custodial Schedule",
4 the symbol for which shall be "CPC", in lieu of the
5 crafts, protective, and custodial service specified in such
6 section.

7 SEC. 602. (a) The General Schedule shall be divided
8 into grades of difficulty and responsibility of work, as
9 follows:

10 GENERAL SCHEDULE

11 Grade GS-1 includes all classes of positions the duties
12 of which are to perform, under immediate supervision, with
13 little or no latitude for the exercise of independent judgment,
14 (1) the simplest routine work in office, business, or
15 fiscal operations, or (2) elementary work of a subordinate
16 technical character in a professional, scientific, or technical
17 field.

18 Grade GS-2 includes all classes of positions the duties
19 of which are (1) to perform, under immediate supervision,
20 with limited latitude for the exercise of independent judgment,
21 routine work in office, business, or fiscal operations,
22 or comparable subordinate technical work of limited scope
23 in a professional, scientific, or technical field, requiring some
24 training or experience; or (2) to perform other work of

1 equal importance, difficulty, and responsibility, and requiring
2 comparable qualifications.

3 Grade GS-3 includes all classes of positions the duties
4 of which are (1) to perform, under immediate or general
5 supervision, somewhat difficult and responsible work in office,
6 business, or fiscal operations, or comparable subordinate
7 technical work of limited scope in a professional, scientific,
8 or technical field, requiring in either case (A) some train-
9 ing or experience, (B) working knowledge of a special
10 subject matter, or (C) to some extent the exercise of inde-
11 pendent judgment in accordance with well-established poli-
12 cies, procedures, and techniques; or (2) to perform other
13 work of equal importance, difficulty, and responsibility, and
14 requiring comparable qualifications.

15 Grade GS-4 includes all classes of positions the duties
16 of which are (1) to perform, under immediate or general
17 supervision, moderately difficult and responsible work in
18 office, business, or fiscal operations, or comparable subordi-
19 nate technical work in a professional, scientific, or technical
20 field, requiring in either case (A) a moderate amount of
21 training and minor supervisory or other experience, (B)
22 good working knowledge of a special subject matter or a
23 limited field of office, laboratory, engineering, scientific,

1 or other procedure and practice, and (C) the exercise of
2 independent judgment in accordance with well-established
3 policies, procedures, and techniques; or (2) to perform other
4 work of equal importance, difficulty, and responsibility, and
5 requiring comparable qualifications.

6 Grade GS-5 includes all classes of positions the duties
7 of which are (1) to perform, under general supervision,
8 difficult and responsible work in office, business, or fiscal ad-
9 ministration, or comparable subordinate technical work in
10 a professional, scientific, or technical field, requiring in
11 either case (A) considerable training and supervisory or
12 other experience, (B) broad working knowledge of a spe-
13 cial subject matter or of office, laboratory, engineering, sci-
14 entific, or other procedure and practice, and (C) the exer-
15 cise of independent judgment in a limited field; (2) to per-
16 form, under immediate supervision, and with little oppor-
17 tunity for the exercise of independent judgment, simple and
18 elementary work requiring professional, scientific, or techni-
19 cal training equivalent to that represented by graduation
20 from a college or university of recognized standing but re-
21 quiring little or no experience; or (3) to perform other
22 work of equal importance, difficulty, and responsibility, and
23 requiring comparable qualifications.

24 Grade GS-6 includes all classes of positions the duties
25 of which are (1) to perform, under general supervision,

1 difficult and responsible work in office, business, or fiscal
2 administration, or comparable subordinate technical work
3 in a professional, scientific, or technical field, requiring in
4 either case (A) considerable training and supervisory or
5 other experience, (B) broad working knowledge of a special
6 and complex subject matter, procedure, or practice, or of
7 the principles of the profession, art, or science involved,
8 and (C) to a considerable extent the exercise of independent
9 judgment; or (2) to perform other work of equal impor-
10 tance, difficulty, and responsibility, and requiring compar-
11 able qualifications.

12 Grade GS-7 includes all classes of positions the duties
13 of which are (1) to perform, under general supervision,
14 work of considerable difficulty and responsibility along special
15 technical or supervisory lines in office, business, or fiscal
16 administration, or comparable subordinate technical work
17 in a professional, scientific, or technical field, requiring in
18 either case (A) considerable specialized or supervisory train-
19 ing and experience, (B) comprehensive working knowledge
20 of a special and complex subject matter, procedure, or prac-
21 tice, or of the principles of the profession, art, or science,
22 involved, and (C) to a considerable extent the exercise of
23 independent judgment; (2) under immediate or general
24 supervision, to perform somewhat difficult work requiring
25 (A) professional, scientific, or technical training equiva-

1 lent to that represented by graduation from a college or
2 university of recognized standing, (B) previous experience,
3 and (C) to a limited extent, the exercise of independent
4 technical judgment; or (3) to perform other work of equal
5 importance, difficulty, and responsibility, and requiring com-
6 parable qualifications.

7 Grade GS-8 includes all classes of positions the duties
8 of which are (1) to perform, under general supervision,
9 very difficult and responsible work along special technical
10 or supervisory lines in office, business, or fiscal administra-
11 tion, requiring (A) considerable specialized or supervisory
12 training and experience, (B) comprehensive and thorough
13 working knowledge of a specialized and complex subject
14 matter, procedure, or practice, or of the principles of the
15 profession, art, or science involved, and (C) to a consider-
16 able extent the exercise of independent judgment; or (2)
17 to perform other work of equal importance, difficulty, and
18 responsibility, and requiring comparable qualifications.

19 Grade GS-9 includes all classes of positions the duties
20 of which are (1) to perform, under general supervision,
21 very difficult and responsible work along special technical,
22 supervisory, or administrative lines in office, business, or
23 fiscal administration, requiring (A) somewhat extended
24 specialized training and considerable specialized, supervisory,
25 or administrative experience which has demonstrated

1 capacity for sound independent work, (B) thorough and
2 fundamental knowledge of a special and complex subject
3 matter, or of the profession, art, or science involved, and
4 (C) considerable latitude for the exercise of independent
5 judgment; (2) with considerable latitude for the exercise
6 of independent judgment, to perform moderately difficult and
7 responsible work, requiring (A) professional, scientific, or
8 technical training equivalent to that represented by gradua-
9 tion from a college or university of recognized standing, and
10 (B) considerable additional professional, scientific, or tech-
11 nical training or experience which has demonstrated capacity
12 for sound independent work; or (3) to perform other work
13 of equal importance, difficulty, and responsibility, and re-
14 quiring comparable qualifications.

15 Grade GS-10 includes all classes of positions the duties
16 of which are (1) to perform, under general supervision,
17 highly difficult and responsible work along special technical,
18 supervisory, or administrative lines in office, business, or
19 fiscal administration, requiring (A) somewhat extended
20 specialized, supervisory, or administrative training and ex-
21 perience which has demonstrated capacity for sound inde-
22 pendent work, (B) thorough and fundamental knowledge
23 of a specialized and complex subject matter, or of the profes-
24 sion, art, or science involved, and (C) considerable latitude
25 for the exercise of independent judgment; or (2) to perform

1 other work of equal importance, difficulty, and responsibility,
2 and requiring comparable qualifications.

3 Grade GS-11 includes all classes of positions the duties
4 of which are (1) to perform, under general administrative
5 supervision and with wide latitude for the exercise of inde-
6 pendent judgment, work of marked difficulty and responsi-
7 bility along special technical, supervisory, or administrative
8 lines in office, business, or fiscal administration, requiring
9 (A) extended specialized, supervisory, or administrative
10 training and experience which has demonstrated important
11 attainments and marked capacity for sound independent ac-
12 tion or decision, and (B) intimate grasp of a specialized and
13 complex subject matter, or of the profession, art, or science
14 involved, or of administrative work of marked difficulty; (2)
15 with wide latitude for the exercise of independent judgment,
16 to perform responsible work of considerable difficulty requir-
17 ing somewhat extended professional, scientific, or technical
18 training and experience which has demonstrated important
19 attainments and marked capacity for independent work; or
20 (3) to perform other work of equal importance, difficulty,
21 and responsibility, and requiring comparable qualifications.

22 Grade GS-12 includes all classes of positions the duties
23 of which are (1) to perform, under general administrative
24 supervision, with wide latitude for the exercise of inde-
25 pendent judgment, work of a very high order of difficulty

1 and responsibility along special technical, supervisory, or
2 administrative lines in office, business, or fiscal administra-
3 tion, requiring (A) extended specialized, supervisory, or
4 administrative training and experience which has demon-
5 strated leadership and attainments of a high order in special-
6 ized or administrative work, and (B) intimate grasp of a
7 specialized and complex subject matter or of the profession,
8 art, or science involved; (2) under general administrative
9 supervision, and with wide latitude for the exercise of in-
10 dependent judgment, to perform professional, scientific, or
11 technical work of marked difficulty and responsibility requir-
12 ing extended professional, scientific, or technical training
13 and experience which has demonstrated leadership and
14 attainments of a high order in professional, scientific, or
15 technical research, practice, or administration; or (3) to
16 perform other work of equal importance, difficulty, and
17 responsibility, and requiring comparable qualifications.

18 Grade GS-13 includes all classes of positions the duties
19 of which are (1) to perform, under administrative direction,
20 with wide latitude for the exercise of independent judgment,
21 work of unusual difficulty and responsibility along special
22 technical, supervisory, or administrative lines, requiring ex-
23 tended specialized, supervisory, or administrative training
24 and experience which has demonstrated leadership and
25 marked attainments; (2) to serve as assistant head of a

1 major organization involving work of comparable level
2 within a bureau; (3) to perform, under administrative direc-
3 tion, with wide latitude for the exercise of independent
4 judgment, work of unusual difficulty and responsibility re-
5 quiring extended professional, scientific, or technical training
6 and experience which has demonstrated leadership and
7 marked attainments in professional, scientific, or technical
8 research, practice, or administration; or (4) to perform other
9 work of equal importance, difficulty, and responsibility, and
10 requiring comparable qualifications.

11 Grade GS-14 includes all classes of positions the duties
12 of which are (1) to perform, under general administrative
13 direction, with wide latitude for the exercise of independent
14 judgment, work of exceptional difficulty and responsibility
15 along special technical, supervisory, or administrative lines
16 which has demonstrated leadership and unusual attainments;
17 (2) to serve as head of a major organization within a bureau
18 involving work of comparable level; (3) to plan and direct
19 or to plan and execute major professional, scientific, technical,
20 administrative, fiscal, or other specialized programs, requiring
21 extended training and experience which has demonstrated
22 leadership and unusual attainments in professional, scientific,
23 or technical research, practice, or administration, or in ad-
24 ministrative, fiscal, or other specialized activities; or (4) to
25 perform consulting or other professional, scientific, technical,

1 administrative, fiscal, or other specialized work of equal
2 importance, difficulty, and responsibility, and requiring com-
3 parable qualifications.

4 Grade GS-15 includes all classes of positions the duties
5 of which are (1) to perform, under general administrative
6 direction, with very wide latitude for the exercise of
7 independent judgment, work of outstanding difficulty and
8 responsibility along special technical, supervisory, or
9 administrative lines which has demonstrated leadership and
10 exceptional attainments; (2) to serve as head of a major
11 organization within a bureau involving work of comparable
12 level; (3) to plan and direct or to plan and execute special-
13 ized programs of marked difficulty, responsibility, and na-
14 tional significance, along professional, scientific, technical,
15 administrative, fiscal, or other lines, requiring extended
16 training and experience which has demonstrated leadership
17 and unusual attainments in professional, scientific, or tech-
18 nical research, practice, or administration, or in administra-
19 tive, fiscal, or other specialized activities; or (4) to perform
20 consulting or other professional, scientific, technical, ad-
21 ministrative, fiscal, or other specialized work of equal
22 importance, difficulty, and responsibility, and requiring
23 comparable qualifications.

24 Grade GS-16 includes all classes of positions the duties

1 of which are (1) to perform, under general administrative
2 direction, with unusual latitude for the exercise of independ-
3 ent judgment, work of outstanding difficulty and responsi-
4 bility along special technical, supervisory, or administrative
5 lines which has demonstrated leadership and exceptional
6 attainments; (2) to serve as the head of a major organiza-
7 tion involving work of comparable level; (3) to plan and
8 direct or to plan and execute professional, scientific, technical,
9 administrative, fiscal, or other specialized programs of un-
10 usual difficulty, responsibility, and national significance, re-
11 quiring extended training and experience which has demon-
12 strated leadership and exceptional attainments in professional,
13 scientific, or technical research, practice, or administration,
14 or in administrative, fiscal, or other specialized activities; or
15 (4) to perform consulting or other professional, scientific,
16 technical, administrative, fiscal, or other specialized work of
17 equal importance, difficulty, and responsibility, and requiring
18 comparable qualifications.

19 Grade GS-17 includes all classes of positions the duties
20 of which are (1) to serve as the head of a bureau where
21 the position, considering the kind and extent of the author-
22 ities and responsibilities vested in it, and the scope, com-
23 plexity, and degree of difficulty of the activities carried on,
24 is of a high order among the whole group of positions of
25 heads of bureaus; (2) to plan and direct or to plan and

1 execute professional, scientific, technical, administrative,
2 fiscal, or other specialized programs of exceptional difficulty,
3 responsibility, and national significance, requiring extended
4 training and experience which has demonstrated exceptional
5 leadership and attainments in professional, scientific, or
6 technical research, practice, or administration, or in adminis-
7 trative, fiscal, or other specialized activities; or (3) to per-
8 form consulting or other professional, scientific, technical,
9 administrative, fiscal, or other specialized work of equal
10 importance, difficulty, and responsibility, and requiring com-
11 parable qualifications.

12 Grade GS-18 includes all classes of positions the duties
13 of which are (1) to serve as the head of a bureau where the
14 position, considering the kind and extent of the authorities
15 and responsibilities vested in it, and the scope, complexity,
16 and degree of difficulty of the activities carried on, is ex-
17 ceptional and outstanding among the whole group of posi-
18 tions of heads of bureaus; (2) to plan and direct or to plan
19 and execute frontier or unprecedented professional, scientific,
20 technical, administrative, fiscal, or other specialized programs
21 of outstanding difficulty, responsibility, and national sig-
22 nificance, requiring extended training and experience which
23 has demonstrated outstanding leadership and attainments in
24 professional, scientific, or technical research, practice, or
25 administration, or in administrative, fiscal, or other special-

1 ized activities; or (3) to perform consulting or other pro-
 2 fessional, scientific, technical, administrative, fiscal, or other
 3 specialized work of equal importance, difficulty, and responsi-
 4 bility, and requiring comparable qualifications.

5 (b) The Crafts, Protective, and Custodial Schedule shall
 6 be divided into grades of difficulty and responsibility of
 7 work, as follows:

8 CRAFTS, PROTECTIVE, AND CUSTODIAL SCHEDULE

9 Grade CPC-1 includes all classes of positions the duties
 10 of which are to run errands, to check parcels, or to perform
 11 other light manual tasks with little or no responsibility.

12 Grade CPC-2 includes all classes of positions the duties
 13 of which are to handle desks, mail sacks, and other heavy
 14 objects, and to perform similar work ordinarily required of
 15 unskilled laborers; to pass coal; to clean office rooms; to
 16 perform regular messenger work with little responsibility; or
 17 to perform other work of equal difficulty and responsibility
 18 and requiring comparable qualifications.

19 Grade CPC-3 includes all classes of positions the duties
 20 of which are to perform, under immediate supervision, cus-
 21 todial, or office labor work with some degree of responsi-
 22 bility; to operate paper-cutting, canceling, envelope-opening,
 23 or envelope-sealing machines; to fire and keep up steam in

1 low-pressure boilers used for heating purposes, and to clean
2 boilers and oil machinery and related apparatus; to operate
3 passenger automobiles or light-duty trucks; to pack goods
4 for shipment; to work as leader of a group of charwomen;
5 to perform messenger work and do light manual or office-
6 labor tasks with some responsibility; to carry important
7 documents from one office to another, or attend the door
8 and private office of a public officer; or to perform other
9 work of equal difficulty and responsibility and requiring
10 comparable qualifications.

11 Grade CPC-4 includes all classes of positions the duties
12 of which are to perform, under general supervision, custodial
13 work of a responsible character; to guard office or storage
14 buildings; to supervise and direct a force of unskilled labor-
15 ers; to fire and to keep up steam in high-pressure boilers
16 and to operate other equipment used in connection with such
17 boilers; to perform general, semimechanical, new, or repair
18 work requiring some skill with hand tools; to work as craft
19 or trade helper; to operate heavy-duty trucks, semitrailers,
20 or tractor trailers; to operate a passenger automobile for a
21 department head or officer of comparable rank; to attend
22 the door of a private office of a department head or officer
23 of comparable rank; or to perform other work of equal

1 difficulty and responsibility and requiring comparable quali-
2 fications.

3 Grade CPC-5 includes all classes of positions the duties
4 of which are to guard property of great value while in
5 transit; to supervise the operation and maintenance of a
6 low-capacity heating plant and its auxiliary equipment; or
7 to perform other work of equal difficulty and responsibility
8 and requiring comparable qualifications.

9 Grade CPC-6 includes all classes of positions the duties
10 of which are to have immediate direction of a detachment
11 of building guards; to perform the work of a skilled mechanic;
12 to repair office appliances; or to perform other work of
13 equal difficulty and responsibility and requiring comparable
14 qualifications.

15 Grade CPC-7 includes all classes of positions the duties
16 of which are to assist in the general supervision of a force
17 of building guards; to work as leader of a group of skilled
18 mechanics; or to perform other work of equal difficulty and
19 responsibility and requiring comparable qualifications.

20 Grade CPC-8 includes all classes of positions the duties
21 of which are to have general supervision over a force of build-
22 ing guards; to supervise the operation of a mechanical shop;
23 to direct skilled mechanics and other employees engaged in
24 the operation and maintenance of equipment providing heat-

1 ing, ventilating, air conditioning, power, and sanitation in
2 one or more public buildings; or to perform other work of
3 equal difficulty and responsibility and requiring comparable
4 qualifications.

5 Grade CPC-9 includes all classes of positions the duties
6 of which are to direct supervisory and office assistants, me-
7 chanics, guards, elevator operators, laborers, janitors, and
8 other employees engaged in the custody, maintenance, and
9 protection of a public building; or to assist in the direction
10 of such employees when engaged in similar duties in a group
11 of buildings; or to perform other work of equal difficulty and
12 responsibility and requiring comparable qualifications.

13 Grade CPC-10 includes all classes of positions the duties
14 of which are to direct supervisory and office assistants, me-
15 chanics, guards, elevator operators, laborers, janitors, and
16 other employees engaged in the custody, maintenance, and
17 protection of a group of public buildings; or to perform other
18 work of equal difficulty and responsibility and requiring com-
19 parable qualifications.

20 SEC. 603. (a) Except as provided in subsection (c)
21 (2), the rates of basic compensation with respect to officers,
22 employees, and positions to which this Act applies shall
23 be in accordance with the schedules of per annum rates
24 contained in subsections (b) and (c) (1).

- 1 (b) The compensation schedule for the General Sched-
 2 ule shall be as follows:

Grade	Per annum rates						
GS-1-----	\$2,186	\$2,266	\$2,346	\$2,426	\$2,506	\$2,586	\$2,666
GS-2-----	\$2,384	\$2,464	\$2,544	\$2,624	\$2,704	\$2,784	\$2,864
GS-3-----	\$2,600	\$2,680	\$2,760	\$2,840	\$2,920	\$3,000	\$3,080
GS-4-----	\$2,824	\$2,904	\$2,984	\$3,064	\$3,144	\$3,224	\$3,304
GS-5-----	\$3,075	\$3,200	\$3,325	\$3,450	\$3,575	\$3,700	\$3,825
GS-6-----	\$3,451	\$3,576	\$3,701	\$3,826	\$3,951	\$4,076	\$4,201
GS-7-----	\$3,827	\$3,952	\$4,077	\$4,202	\$4,327	\$4,452	\$4,577
GS-8-----	\$4,200	\$4,325	\$4,450	\$4,575	\$4,700	\$4,825	\$4,950
GS-9-----	\$4,600	\$4,725	\$4,850	\$4,975	\$5,100	\$5,225	\$5,350
GS-10-----	\$5,000	\$5,125	\$5,250	\$5,375	\$5,500	\$5,625	\$5,750
GS-11-----	\$5,400	\$5,600	\$5,800	\$6,000	\$6,200	\$6,400	
GS-12-----	\$6,400	\$6,600	\$6,800	\$7,000	\$7,200	\$7,400	
GS-13-----	\$7,600	\$7,800	\$8,000	\$8,200	\$8,400	\$8,600	
GS-14-----	\$8,800	\$9,000	\$9,200	\$9,400	\$9,600	\$9,800	
GS-15-----	\$10,000	\$10,250	\$10,500	\$10,750	\$11,000		
GS-16-----	\$11,500	\$11,750	\$12,000	\$12,250	\$12,500		
GS-17-----	\$13,000	\$13,250	\$13,500	\$13,750	\$14,000		
GS-18-----	\$15,000						

- 3 (c) (1) The compensation schedule for the Crafts,
 4 Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates						
CPC-1-----	\$1,510	\$1,570	\$1,630	\$1,690	\$1,750	\$1,810	\$1,870
CPC-2-----	\$2,120	\$2,190	\$2,260	\$2,330	\$2,400	\$2,470	\$2,540
CPC-3-----	\$2,252	\$2,332	\$2,412	\$2,492	\$2,572	\$2,652	\$2,732
CPC-4-----	\$2,450	\$2,530	\$2,610	\$2,690	\$2,770	\$2,850	\$2,930
CPC-5-----	\$2,674	\$2,754	\$2,834	\$2,914	\$2,994	\$3,074	\$3,154
CPC-6-----	\$2,900	\$2,980	\$3,060	\$3,140	\$3,220	\$3,300	\$3,380
CPC-7-----	\$3,125	\$3,225	\$3,325	\$3,425	\$3,525	\$3,625	\$3,725
CPC-8-----	\$3,400	\$3,525	\$3,650	\$3,775	\$3,900	\$4,025	\$4,150
CPC-9-----	\$3,775	\$3,900	\$4,025	\$4,150	\$4,275	\$4,400	\$4,525
CPC-10-----	\$4,150	\$4,275	\$4,400	\$4,525	\$4,650	\$4,775	\$4,900

- 5 (2) Charwomen working part time shall be paid at
 6 the rate of \$2,400 per annum, and head charwomen work-
 7 ing part time at the rate of \$2,540 per annum.

- 8 (d) Whenever payment is made on the basis of a daily,
 9 hourly, weekly, or monthly rate, such rate shall be computed
 10 from the appropriate annual rate specified in subsection (b)
 11 or (c) by the method prescribed in section 604 (d) of
 12 the Federal Employees Pay Act of 1945.

1 SEC. 604. (a) For the purpose of making initial adjust-
2 ments to the classification grades provided in this Act, posi-
3 tions which are required to be compensated in accordance
4 with this Act and which were immediately prior to the effec-
5 tive date of this title in the professional and scientific service,
6 the subprofessional service, the clerical, administrative, and
7 fiscal service, or the crafts, protective, and custodial service
8 of the Classification Act of 1923, as amended, are hereby
9 allocated to corresponding grades of the General Schedule or
10 the Crafts, Protective, and Custodial Schedule as set forth
11 below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General schedule	Crafts, protective, and custodial schedule
	1			GS-1	
	2	1		GS-1	
	3	2		GS-2	
	4	3		GS-3	
	5	4		GS-4	
1	6	5		GS-5	
	7	6		GS-6	
2	8	7		GS-7	
		8		GS-8	
3		9		GS-9	
		10		GS-10	
4		11		GS-11	
5		12		GS-12	
6		13		GS-13	
7		14		GS-14	
8		15		GS-15	
			1		CPC-1
			2		CPC-2
			3		CPC-3
			4		CPC-4
			5		CPC-5
			6		CPC-6
			7		CPC-7
			8		CPC-8
			9		CPC-9
			10		CPC-10

1 (b) The rates of basic compensation of officers and em-
2 ployees to whom this Act applies shall be initially adjusted
3 as follows:

4 (1) In all cases where the number of pay rates
5 within a grade specified in this Act is the same as in
6 the corresponding grade of the Classification Act of
7 1923, as amended, employees shall have the same rela-
8 tive pay rate of the new grade, except as provided in
9 paragraphs ~~(2)~~ and ~~(10)~~ (2), (10), and (11) of this
10 subsection.

11 (2) Employees in grade 2 of the subprofessional
12 service immediately prior to the effective date of this
13 title, at the first, second, third, fourth, fifth, sixth, and
14 seventh rate shall have the second, third, fourth, fifth,
15 sixth, ~~sixth~~ seventh, and seventh rate, respectively, of
16 grade 1 of the General Schedule.

17 (3) Employees in grade 1 of the crafts, protective,
18 and custodial service immediately prior to the effective
19 date of this title, at the first, second, third, fourth, and
20 fifth rate shall have the first, third, fourth, sixth, and
21 seventh rate, respectively, of grade 1 of the Crafts, Pro-
22 tective, and Custodial Schedule.

23 (4) Employees in grades 2 and 3 of the crafts,
24 protective, and custodial service immediately prior to the
25 effective date of this title, shall have the same relative

1 pay rate of the first six rates of grades 2 and 3, respec-
2 tively, of the Crafts, Protective, and Custodial Schedule.

3 (5) Employees in grade 4 of the professional and
4 scientific service and grade 11 of the clerical, adminis-
5 trative, and fiscal service immediately prior to the
6 effective date of this title, at the first, second, third,
7 fourth, and fifth rate shall have the first, second, third,
8 fourth, and sixth rate, respectively, of grade 11 of the
9 General Schedule.

10 (6) Employees in grade 5 of the professional and
11 scientific service and grade 12 of the clerical, adminis-
12 trative, and fiscal service immediately prior to the
13 effective date of this title, at the first, second, third,
14 fourth, and fifth rate shall have the first, second, third,
15 fourth, and fifth rate, respectively, of grade 12 of the
16 General Schedule.

17 (7) Employees in grade 6 of the professional and
18 scientific service and grade 13 of the clerical, adminis-
19 trative, and fiscal service immediately prior to the
20 effective date of this title, at the first, second, third,
21 fourth, and fifth rate shall have the first, second, third,
22 fourth, and fifth rate, respectively, of grade 13 of the
23 General Schedule.

24 (8) Employees in grade 7 of the professional and
25 scientific service and grade 14 of the clerical, adminis-

trative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fifth, and sixth rate, respectively, of grade 14 of the General Schedule.

(9) Employees in grade 8 of the professional and scientific service and grade 15 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first and second rate of the grade shall have the third rate of grade 15 of the General Schedule.

(10) Employees receiving a rate of basic compensation, authorized by law, immediately prior to the effective date of this title, in excess of the appropriate new rate of the grade as determined under paragraphs (1) to (9), inclusive, and paragraph (11), may continue to receive such rate so long as they remain in the same position and grade, but when any such position becomes vacant, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act.

(11) Employees in grade 1 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and seventh rate shall have the first, first, second, third, fourth,

fifth, and sixth rate, respectively, of grade 1 of the General Schedule.

SEC. 605. Any increase in rate of basic compensation by reason of the enactment of this title shall not be regarded as an "equivalent increase" in compensation within the meaning of section 701.

TITLE VII—STEP-INCREASES

SEC. 701. (a) Each officer or employee compensated on a per annum basis, and occupying a permanent position within the scope of the compensation schedules fixed by this Act, who has not attained the maximum scheduled rate of compensation for the grade in which his position is placed, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of (1) each fifty-two calendar weeks of service if his position is in a grade in which the step-increases are less than \$200, or (2) each seventy-eight calendar weeks of service if his position is in a grade in which the step-increases are \$200 or more, subject to the following conditions:

(A) That no equivalent increase in compensation from any cause was received during such period, except increase made pursuant to section 702;

(B) That his current efficiency rating is "good" or better than "good";

(C) That the service and conduct of such officer or employee are certified as being otherwise satisfactory by the department; and

(D) That the benefit of successive step-increases shall be preserved, under regulations issued by the Commission, for officers and employees whose continuous service is interrupted in the public interest by service with the armed forces or by service in essential non-Government civilian employment during a period of war or national emergency.

(b) The term "good" as used in this title shall have the same meaning as when used in the systems of efficiency rating established pursuant to title IX of this Act.

SEC. 702. (a) Within the limit of available appropriations and in accordance with standards promulgated by the Commission, each department is authorized, subject to prior approval by the Commission (except as provided in subsection (b)), to make additional step-increases as a reward for superior accomplishment, but no officer or employee shall be eligible for more than one such additional step-increase within each of the time periods specified in section 701 (a).

(b) The Commission is authorized to delegate to any department the authority to make the additional step-increases provided for in this section, without prior approval in individual cases by the Commission. The Commission

1 may withdraw or suspend such authority whenever review
2 of such actions by the Commission indicates that standards
3 promulgated by the Commission have not been observed,
4 and may restore such authority whenever it is satisfied that
5 subsequent actions will be taken in conformance with such
6 standards.

7 (c) Each department shall report to the Commission all
8 actions taken under this section, together with the reasons
9 therefor. The Commission shall submit an annual report to
10 Congress covering the numbers and types of actions taken
11 under this section.

12 SEC. 703. (a) Subject to subsection (b), and as a re-
13 ward for long and faithful service, each department shall
14 grant an additional step-increase (to be known as a lon-
15 gevity step-increase) beyond the maximum scheduled rate of
16 the grade in which his position is placed, to each officer or
17 employee for each three years of continuous service completed
18 by him at such maximum rate or at a rate in excess thereof
19 authorized by this section without change of grade or rate
20 of basic compensation except such change as may be pre-
21 scribed by any provision of law of general application.

22 (b) (1) No officer or employee shall be entitled to a
23 longevity step-increase while holding a position in any grade
24 above grade 10 of the General Schedule.

25 (2) No officer or employee shall receive a longevity

1 step-increase unless his current efficiency rating is “good”
2 or better than “good”, and his service and conduct are certi-
3 fied as being otherwise satisfactory by the department.

4 (3) No officer or employee shall receive more than one
5 longevity step-increase for any three years of continuous
6 service.

7 (4) Each longevity step-increase shall be equal to the
8 largest step between any two consecutive rates of the grade
9 in which the position of the officer or employee is placed.

10 (5) Not more than three successive longevity step-
11 increases may be granted to any officer or employee.

12 (6) The officer or employee shall have had, in the ag-
13 gregate, not less than ten years of service in the position
14 which he then occupies, or in positions of equivalent or higher
15 class or grade.

16 (c) When an officer or employee, receiving basic com-
17 pensation at a rate in excess of the maximum scheduled
18 rate for his grade under section 604 (b) (10), section
19 1005 (b), or any other provision of law, is eligible for his
20 first longevity step-increase beyond the maximum rate of
21 such grade he shall—

22 (1) receive total basic compensation which is equal
23 to the basic compensation at the maximum scheduled
24 rate for his grade plus such first longevity step-increase,
25 or

1 (2) continue to receive compensation at such rate
2 in excess of the maximum scheduled rate for his grade,
3 if the compensation at such rate is higher than the total
4 basic compensation specified in paragraph (1).

5 In case any such officer or employee receiving compensa-
6 tion under paragraph (2) is eligible for a subsequent suc-
7 cessive longevity step-increase, he shall—

8 (A) receive the same total basic compensation
9 which he would be entitled to receive after such sub-
10 sequent longevity step-increase, if his total basic com-
11 pensation had, at the time he was eligible for his first
12 longevity step-increase, been determined under para-
13 graph (1), or

14 (B) continue to receive compensation under para-
15 graph (2) if such compensation is higher than the total
16 basic compensation specified in paragraph (A).

17 SEC. 704. In computing length of service for the pur-
18 poses of this title, service immediately preceding the effec-
19 tive date of this title shall be counted toward (1) one step-
20 increase under section 701 and one additional step-increase
21 under section 702, or (2) longevity step-increases under
22 section 703, as the case may be.

23 SEC. 705. This title shall not apply to the compensation
24 of persons appointed by the President, by and with the
25 advice and consent of the Senate.

1 TITLE VIII—GENERAL COMPENSATION RULES

2 SEC. 801. All new appointments shall be made at the
3 minimum rate of the appropriate class or grade.

4 SEC. 802. (a) The rate of basic compensation to be re-
5 ceived by any officer or employee to whom this Act applies
6 shall be governed by regulations issued by the Commission
7 in conformity with this Act when—

8 (1) he is transferred from a position to which this
9 Act does not apply;

10 (2) he is transferred from any position to which
11 this Act applies to another such position;

12 (3) he is demoted to a position in a lower class
13 or grade;

14 (4) he is reinstated, reappointed, or reemployed;

15 (5) his type of appointment is changed;

16 (6) his employment status is otherwise changed; or

17 (7) his position is changed from one class or grade
18 to another class or grade.

19 (b) Any officer or employee who is promoted or trans-
20 ferred to a position in a higher class or grade shall receive
21 basic compensation at the lowest rate of the higher class or
22 grade which is at least one step-increase above his existing
23 rate of basic compensation. If, in the case of any officer or
24 employee so promoted or transferred who is receiving (1)
25 one or more longevity step-increases under section 703, or

1 (2) basic compensation at a rate in excess of the maximum
2 scheduled rate for his grade under section 604 (b) (10),
3 section 1005 (b), or any other provision of law, there is no
4 rate in such higher class or grade which is at least one step-
5 increase above his existing rate of basic compensation, he
6 shall receive (A) the maximum scheduled rate of such
7 higher grade, or (B) his existing rate of basic compensation,
8 if such existing rate is the higher.

9 TITLE IX—EFFICIENCY RATINGS

10 SEC. 901. (a) The Commission shall establish and may
11 revise uniform systems of efficiency rating for the appraisal
12 of the service of officers and employees in positions in the
13 classes and grades provided by this Act. Such systems shall
14 set forth degrees of efficiency which shall constitute ground
15 for (1) the recognition of outstanding performance, (2) the
16 granting of increases in the rate of compensation, (3) con-
17 tinuance at the existing rate of compensation, (4) decrease
18 in the rate of compensation of officers and employees who
19 at the time are above the middle rate for the grade in which
20 their positions are placed, and (5) removal from the position
21 or dismissal from the service.

22 (b) Each department shall rate in accordance with such
23 systems the efficiency of each officer or employee under its
24 jurisdiction. Ratings shall be open to inspection by repre-
25 sentatives of the Commission and by officers and employees

1 of the department in accordance with regulations issued by
2 the Commission. Each officer or employee shall have the
3 right to inspect the detailed report of his own rating.

4 (c) Reductions in compensation, removals from posi-
5 tions, or dismissals from the service shall be made by the
6 departments whenever the efficiency ratings warrant.

7 SEC. 902. (a) There shall be established in each de-
8 partment one or more boards of review each of which shall
9 be composed of three members. One member, who shall
10 serve as chairman, shall be designated by the Commission;
11 one member shall be designated by the department con-
12 cerned; and one member shall be designated by the officers
13 and employees of the department concerned in such manner
14 as may be determined by the Commission.

15 (b) Alternate members shall be designated in the same
16 manner as their respective principal members. The boards
17 of review shall meet at the call of their respective chairmen
18 for the purpose of considering and passing upon the merits
19 of such efficiency ratings assigned to officers and employees
20 as may be submitted to such boards of review as hereinafter
21 provided.

22 (c) Any officer or employee shall, upon written request
23 to the chairman of the appropriate board of review of his
24 department, be entitled as a matter of right to a hearing and
25 a review by such board of review of his efficiency rating.

1 At the hearing the officer or employee, and such representa-
2 tive as he may designate, and such representatives of
3 the department as may be designated by the depart-
4 ment, shall be afforded an opportunity (1) to submit orally
5 or in writing any information deemed by the board of re-
6 view to be pertinent to the case, and (2) to hear or examine,
7 and reply to, any such information submitted to such board
8 by other parties. After any such hearing the board may
9 make such adjustment in any such efficiency rating as it
10 may find to be proper.

11 TITLE X—GENERAL PROVISIONS

12 SEC. 1001. The Commission is hereby authorized to
13 issue such regulations as may be necessary for the admin-
14 istration of this Act.

15 SEC. 1002. The Commission shall prepare and submit
16 to the President an annual report with respect to the rates
17 of compensation under, and the administration of, this Act.
18 The President shall submit an annual report to Congress
19 which shall contain, among other matters, such recommenda-
20 tions, based upon the report of the Commission, as he may
21 deem advisable.

22 SEC. 1003. In the administration of this Act, there shall
23 be no discrimination with respect to any person, or with
24 respect to the position held by any person, on account of
25 sex, marital status, race, creed, or color.

1 SEC. 1004. Nothing in this Act shall be construed to
2 affect the application to officers and employees to whom this
3 Act applies of the veteran-preference provisions in the Civil
4 Service Act, as amended, and the Veterans' Preference Act
5 of 1944, as amended.

6 SEC. 1005. (a) Except as provided in subsection (b) —

7 (1) titles VI, VII, VIII, and XI shall take effect
8 on the first day of the first pay period which begins
9 after the date of enactment of this Act;

10 (2) all other provisions of this Act shall take effect
11 upon enactment.

12 (b) With respect to any position which, immediately
13 prior to the date of enactment of this Act, is not subject
14 to the Classification Act of 1923, as amended (including
15 positions in grade 9 of the professional and scientific service
16 or in grade 16 of the clerical, administrative, and fiscal
17 service referred to in section 13 of such Act), but to which
18 this Act applies, this Act shall take effect on a date specified
19 by the Commission, but not later than the first day of the
20 first pay period which begins after six months following the
21 date of enactment of this Act. An officer or employee oc-
22 cupying any such position on such effective date, and re-
23 ceiving basic compensation at a rate in excess of the appro-
24 priate rate of the grade in which such position is placed,
25 shall continue to receive basic compensation without change

1 in rate until (1) he leaves such position, or (2) he is
2 entitled to receive basic compensation at a higher rate by
3 reason of the operation of title V or VII. When such
4 position is vacated by such officer or employee, the rate of
5 basic compensation of any subsequent appointee shall be
6 fixed in accordance with this Act.

7 SEC. 1006. Whenever reference is made in any other
8 law to the Classification Act of 1923, as amended, such
9 reference shall be held and considered to mean this Act.
10 Whenever reference is made in any other law to a grade of
11 the Classification Act of 1923, as amended, such reference
12 shall be held and considered to mean the corresponding
13 grade shown in section 604 of this Act.

14 SEC. 1007. There are hereby authorized to be appro-
15 priated such sums as may be necessary to carry out the pro-
16 visions of this Act.

17 TITLE XI—MISCELLANEOUS PROVISIONS

18 SEC. 1101. (a) Section 603 (b) of the Federal Em-
19 ployees Pay Act of 1945, as amended, is hereby amended
20 by striking out "\$10,330" and inserting in lieu thereof
21 "\$10,500".

22 (b) Section 7 (b) of the Federal Employees Pay Act
23 of 1946, as amended, is hereby amended by striking out
24 "\$10,330" and inserting in lieu thereof "\$10,500".

25 (c) Section 303 (c) of the Postal Rate Revision and

1 Federal Employees Salary Act of 1948 is hereby amended
2 by striking out “\$10,330” and inserting in lieu thereof
3 “\$10,500”.

4 SEC. 1102. The following laws and parts of laws are
5 hereby repealed:

6 (1) The Classification Act of 1923, as amended;

7 (2) Public Resolution Numbered 36, Sixty-eighth Con-
8 gress, approved June 7, 1924 (43 Stat. 669) ;

9 (3) Public, Numbered 555, Seventieth Congress, ap-
10 proved May 28, 1928 (45 Stat. 776) , as amended ;

11 (4) Public, Numbered 523, Seventy-first Congress,
12 approved July 3, 1930 (46 Stat. 1003) , as amended ;

13 (5) Sections 505, 506, 507, 508, and 509 of the
14 Economy Act, approved June 30, 1932 (47 Stat. 416) ;

15 (6) Sections 3, 4, 5, 6, and 7 of Public, Numbered
16 880, Seventy-sixth Congress, approved November 26, 1940
17 (54 Stat. 1212) , as amended ;

18 (7) Public Law 200 (except section 6 thereof) , Sev-
19 enty-seventh Congress, approved August 1, 1941 (55 Stat.
20 613) ;

21 (8) Public Law 694, Seventy-seventh Congress, ap-
22 proved August 1, 1942 (56 Stat. 733) ;

23 (9) Title IV of the Federal Employees Pay Act of
24 1945, approved June 30, 1945 (59 Stat. 298) ; and

1 (10) Sections 2 and 12 of the Federal Employees Pay
2 Act of 1946, approved May 24, 1946 (60 Stat. 216, 219).

3 SEC. 1103. All laws or parts of laws inconsistent with
4 this Act are hereby repealed to the extent of such
5 inconsistency.

81ST CONGRESS
1ST SESSION

H. R. 5931

[Report No. 1264]

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

By Mr. MURRAY of Tennessee

AUGUST 9, 1949

Referred to the Committee on Post Office and Civil
Service

AUGUST 15, 1949

Reported with amendments, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

51st CONGRESS
1st SESSION

H. RES. 346

IN THE HOUSE OF REPRESENTATIVES

AUGUST 25, 1949

Mr. SABATH, from the Committee on Rules, reported the following resolution;
which was referred to the House Calendar and ordered to be printed

RESOLUTION

1 *Resolved*, That immediately upon the adoption of this
2 resolution it shall be in order to move that the House
3 resolve itself into the Committee of the Whole House on
4 the State of the Union for the consideration of the bill
5 (H. R. 5931) to establish a standard schedule of rates of
6 basic compensation for certain employees of the Federal
7 Government; to provide an equitable system for fixing and
8 adjusting the rates of basic compensation of individual em-
9 ployees; to repeal the Classification Act of 1923, as
10 amended; and for other purposes. That after general debate
11 which shall be confined to the bill and continue not to exceed
12 two hours, to be equally divided and controlled by the chair-



1 man and ranking minority member of the committee on
 2 Post Office and Civil Service, the bill shall be read for
 3 amendment under the five-minute rule. At the conclusion
 4 of the consideration of the bill for amendment, the Com-
 5 mittee shall rise and report the bill to the House with such
 6 amendments as may have been adopted and the previous
 7 question shall be considered as ordered on the bill and
 8 amendments thereto to final passage without intervening
 9 motion except one motion to recommit.

RESOLUTION

Providing for the consideration of H. R. 5931, a bill to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

By Mr. SABATH

AUGUST 25, 1949

Referred to the House Calendar and ordered to be printed

CONSIDERATION OF H. R. 5931

AUGUST 25, 1949.—Referred to the House Calendar and ordered to be printed

Mr. SABATH, from the Committee on Rules, submitted the following

REPORT

[To accompany H. Res. 346]

The Committee on Rules, having had under consideration House Resolution 346, report the same to the House with the recommendation that the resolution do pass.



CONTENTS: ORIGINAL ARTICLES: THE TREATMENT OF TUBERCULOSIS IN THE LUNG; THE TREATMENT OF TUBERCULOSIS IN THE SPINE; THE TREATMENT OF TUBERCULOSIS IN THE KIDNEY; THE TREATMENT OF TUBERCULOSIS IN THE BLADDER; THE TREATMENT OF TUBERCULOSIS IN THE UTERUS; THE TREATMENT OF TUBERCULOSIS IN THE VAGINA; THE TREATMENT OF TUBERCULOSIS IN THE CERVIX; THE TREATMENT OF TUBERCULOSIS IN THE VULVA; THE TREATMENT OF TUBERCULOSIS IN THE PERINEUM; THE TREATMENT OF TUBERCULOSIS IN THE RECTUM; THE TREATMENT OF TUBERCULOSIS IN THE SIGMOID; THE TREATMENT OF TUBERCULOSIS IN THE COLON; THE TREATMENT OF TUBERCULOSIS IN THE SMALL INTESTINE; THE TREATMENT OF TUBERCULOSIS IN THE LARGE INTESTINE; THE TREATMENT OF TUBERCULOSIS IN THE STOMACH; THE TREATMENT OF TUBERCULOSIS IN THE PANCREAS; THE TREATMENT OF TUBERCULOSIS IN THE LIVER; THE TREATMENT OF TUBERCULOSIS IN THE SPLEEN; THE TREATMENT OF TUBERCULOSIS IN THE TESTIS; THE TREATMENT OF TUBERCULOSIS IN THE OVARY; THE TREATMENT OF TUBERCULOSIS IN THE UTERUS; THE TREATMENT OF TUBERCULOSIS IN THE VAGINA; THE TREATMENT OF TUBERCULOSIS IN THE CERVIX; THE TREATMENT OF TUBERCULOSIS IN THE VULVA; THE TREATMENT OF TUBERCULOSIS IN THE PERINEUM; THE TREATMENT OF TUBERCULOSIS IN THE RECTUM; THE TREATMENT OF TUBERCULOSIS IN THE SIGMOID; THE TREATMENT OF TUBERCULOSIS IN THE COLON; THE TREATMENT OF TUBERCULOSIS IN THE SMALL INTESTINE; THE TREATMENT OF TUBERCULOSIS IN THE LARGE INTESTINE; THE TREATMENT OF TUBERCULOSIS IN THE STOMACH; THE TREATMENT OF TUBERCULOSIS IN THE PANCREAS; THE TREATMENT OF TUBERCULOSIS IN THE LIVER; THE TREATMENT OF TUBERCULOSIS IN THE SPLEEN; THE TREATMENT OF TUBERCULOSIS IN THE TESTIS; THE TREATMENT OF TUBERCULOSIS IN THE OVARY.

CONTENTS

ORIGINAL ARTICLES

THE TREATMENT OF TUBERCULOSIS IN THE LUNG
THE TREATMENT OF TUBERCULOSIS IN THE SPINE
THE TREATMENT OF TUBERCULOSIS IN THE KIDNEY
THE TREATMENT OF TUBERCULOSIS IN THE BLADDER
THE TREATMENT OF TUBERCULOSIS IN THE UTERUS
THE TREATMENT OF TUBERCULOSIS IN THE VAGINA
THE TREATMENT OF TUBERCULOSIS IN THE CERVIX
THE TREATMENT OF TUBERCULOSIS IN THE VULVA
THE TREATMENT OF TUBERCULOSIS IN THE PERINEUM
THE TREATMENT OF TUBERCULOSIS IN THE RECTUM
THE TREATMENT OF TUBERCULOSIS IN THE SIGMOID
THE TREATMENT OF TUBERCULOSIS IN THE COLON
THE TREATMENT OF TUBERCULOSIS IN THE SMALL INTESTINE
THE TREATMENT OF TUBERCULOSIS IN THE LARGE INTESTINE
THE TREATMENT OF TUBERCULOSIS IN THE STOMACH
THE TREATMENT OF TUBERCULOSIS IN THE PANCREAS
THE TREATMENT OF TUBERCULOSIS IN THE LIVER
THE TREATMENT OF TUBERCULOSIS IN THE SPLEEN
THE TREATMENT OF TUBERCULOSIS IN THE TESTIS
THE TREATMENT OF TUBERCULOSIS IN THE OVARY

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ADVERTISING

House Calendar No. 141

81ST CONGRESS
1ST SESSION

H. RES. 346

[Report No. 1328]

IN THE HOUSE OF REPRESENTATIVES

AUGUST 25, 1949

Mr. SABATH, from the Committee on Rules, reported the following resolution; which was referred to the House Calendar and ordered to be printed

RESOLUTION

1 *Resolved*, That immediately upon the adoption of this
2 resolution it shall be in order to move that the House
3 resolve itself into the Committee of the Whole House on
4 the State of the Union for the consideration of the bill
5 (H. R. 5931) to establish a standard schedule of rates of
6 basic compensation for certain employees of the Federal
7 Government; to provide an equitable system for fixing and
8 adjusting the rates of basic compensation of individual em-
9 ployees; to repeal the Classification Act of 1923, as
10 amended; and for other purposes. That after general debate
11 which shall be confined to the bill and continue not to exceed
12 two hours, to be equally divided and controlled by the chair-
13 man and ranking minority Member of the committee on
14 Post Office and Civil Service, the bill shall be read for

1 amendment under the five-minute rule. At the conclusion
 2 of the consideration of the bill for amendment, the Com-
 3 mittee shall rise and report the bill to the House with such
 4 amendments as may have been adopted and the previous
 5 question shall be considered as ordered on the bill and
 6 amendments thereto to final passage without intervening
 7 motion except one motion to recommit.

House Calendar No. 141

81ST CONGRESS
1ST Session

H. RES. 346

[Report No. 1328]

RESOLUTION

Providing for the consideration of H. R. 5931, a bill to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

By Mr. SABATH

AUGUST 25, 1949

Referred to the House Calendar and ordered to be printed

S. 2379

IN THE SENATE OF THE UNITED STATES

AUGUST 25 (legislative day, JUNE 2), 1949
Ordered to lie on the table and to be printed

AMENDMENTS

Intended to be proposed by Mr. WILLIAMS (for himself and Mr. CAIN) to the bill (S. 2379) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, viz:

1 On page 36, strike out lines 4 to 8, inclusive, and
2 insert in lieu thereof the following:

3 “(1) This Act shall take effect on the date on which
4 the President declares that it is expected, on the basis of
5 estimated revenues and expenditures, that the revenues of
6 the Federal Government for the fiscal year in which such
7 proclamation is made will equal or exceed its expenditures
8 for such fiscal year.”

9 On page 36, line 18, strike out “date of enactment of

1 this Act” and insert in lieu thereof “date on which the
 2 President declares that it is expected, on the basis of esti-
 3 mated revenues and expenditures, that the revenues of the
 4 Federal Government for the fiscal year in which such proc-
 5 lamation is made will equal or exceed its expenditures for
 6 such fiscal year”.

AMENDMENTS

Intended to be proposed by Mr. WILLIAMS (for himself and Mr. CAIN) to the bill (S. 2379) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

AUGUST 25 (legislative day, JUNE 2), 1949

Ordered to lie on the table and to be printed

S. 2379

IN THE SENATE OF THE UNITED STATES

SEPTEMBER 22 (legislative day, SEPTEMBER 3), 1949

Ordered to lie on the table and to be printed

AMENDMENT

Intended to be proposed by Mr. FLANDERS to the bill (S. 2379) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, viz: At the end of the bill add a new title as follows:

TITLE XIII

1

2 SEC. 1301. (a) (1) Sections 501 and 502 of the Fed-
3 eral Employees' Pay Act of 1945, as amended, are hereby
4 repealed.

5 (2) Section 301 of the Postal Rate Revision and Fed-
6 eral Employees' Salary Act of 1948 is amended by striking

1 out "section 2, 3, 4, 5, or 6" and inserting in lieu thereof
2 "section 2, 3, 4, or 6".

3 (b) The annual rate of basic compensation of each
4 officer or employee who, immediately prior to the effective
5 date of this Act, was subject to the provisions of sections 501
6 and 502 of the Federal Employees' Pay Act of 1945, as
7 amended, is hereby increased by an amount equal to (1) the
8 rate of additional compensation which, but for the provisions
9 of subsection (a), would be payable to such officer or em-
10 ployee under such sections and section 301 of the Postal
11 Rate Revision and Federal Employees' Salary Act of 1948
12 plus (2) 5 per centum of the sum of the annual rates of
13 basic and additional compensation which, but for the enact-
14 ment of this Act, would be payable to such officer or
15 employee.

16 (c) In any case in which a specific annual rate or a
17 minimum or maximum annual rate of basic compensation
18 has heretofore been fixed by statute or resolution of either
19 House with respect to a position (other than a position
20 covered by subsection (g) (1), (2), or (4)) which,
21 immediately prior to the effective date of this Act, was
22 subject to the provisions of sections 501 and 502 of the
23 Federal Employees' Pay Act of 1945, as amended, such
24 rate is hereby increased by an amount equal to (1) the

1 rate of additional compensation which, but for the provisions
2 of subsection (a), would be payable under such sections
3 and section 301 of the Postal Rate Revision and Federal
4 Employees' Salary Act of 1948 to an officer or employee
5 receiving such specific, minimum, or maximum rate, plus
6 (2) 5 per centum of the sum of the annual rates of basic
7 and additional compensation which, but for the enactment
8 of this Act, would be payable to such officer or employee.

9 (d) In any case in which an annual rate of basic com-
10 pensation determined under subsection (b) or (c) is not
11 a multiple of \$60, such rate shall be adjusted to the next
12 higher rate that is a multiple of \$60.

13 (e) Nothing contained in subsection (b) shall be con-
14 strued (1) to restrict in any way the authority of any
15 person empowered to fix rates of basic compensation of
16 officers or employees whose rates are increased by this sec-
17 tion to increase or decrease such rates, or (2) to apply to
18 any rate of basic compensation that is established or changed
19 after the effective date of this Act.

20 (f) The Legislative Branch Appropriation Act, 1950,
21 is amended by striking out, in the paragraph designated
22 "Folding Documents" under the heading "Contingent Ex-
23 penses of the Senate" the words "\$1 per thousand" and
24 inserting in lieu thereof "\$2 per thousand". The provisions

1 of subsection (b) and (c) shall not apply to employees,
2 whose compensation is paid from the appropriation contained
3 in such paragraph.

4 (g) (1) The maximum rate of basic compensation of
5 administrative assistants to Senators, of professional staff
6 members of standing committees of the Senate, and of em-
7 ployees of the majority and minority policy committees of
8 the Senate, shall be \$12,000 per annum.

9 (2) The joint resolution entitled "Joint resolution
10 providing for a more effective staff organization for standing
11 committees of the Senate", approved February 19, 1947,
12 is amended by striking out "\$8,000" wherever it appears
13 in such joint resolution, and inserting in lieu thereof
14 "\$12,000".

15 (3) No rate of compensation in excess of \$12,000 per
16 annum shall hereafter be fixed for any position under any
17 committee of the Senate or any joint committee.

18 (4) The second proviso in the paragraph relating to
19 the authority of Senators to rearrange the basic salaries of
20 employees in their respective offices, which appears under
21 the heading "Clerical Assistance to Senators" in the Legis-
22 lative Appropriation Act, 1947 (60 Stat. 390; U. S. C.,

1 title 2, sec. 60f), is amended to read as follows: "*Provided*
2 *further*, That no salary shall be fixed under this paragraph
3 at a rate of less than \$600 or more than \$9,000 per
4 annum".

5 (h) (1) The rate of basic compensation of the Secre-
6 tary of the Senate and of the Sergeant at Arms of the
7 Senate shall be \$15,000 per annum.

8 (2) The rate of basic compensation of the secretary
9 for the majority and of the secretary for the minority of
10 the Senate shall be \$12,000 per annum.

11 (3) The rate of basic compensation of the Chaplain
12 of the Senate shall be \$3,000 per annum.

13 (i) The aggregate amount of the basic compensation
14 authorized to be paid for clerical assistance and messenger
15 service in the offices of Senators shall be—

16 (1) in the case of each Senator from a State that
17 has a population of less than one million, \$43,200; and

18 (2) in the case of each Senator from a State that
19 has a population of one million or more, \$44,580, plus
20 \$2,400 for each million by which the population of such
21 State exceeds one million.

22 SEC. 1302. None of the provisions of titles I to XII,

1 inclusive, shall apply to any employee subject to the provi-
2 sions of this title.

3 SEC. 1303. The provisions of this title shall take effect
4 on the first day of the first month that begins after the date
5 of its enactment.

AMENDMENT

Intended to be proposed by Mr. FLANDERS to the bill (S. 2379) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

SEPTEMBER 22 (legislative day, SEPTEMBER 3), 1949

Ordered to lie on the table and to be printed

S. 2379

IN THE SENATE OF THE UNITED STATES

SEPTEMBER 22 (legislative day, SEPTEMBER 3), 1949

Ordered to lie on the table and to be printed

AMENDMENT

Intended to be proposed by Mr. BRIDGES to the bill (S. 2379) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, viz: At the end of the bill add a new section as follows:

1 SEC. . The head of each department and independent
2 agency in the executive branch of the Government, having
3 employees subject to the provisions of this Act, is directed
4 to make such reduction in the number of its employees as
5 may be necessary to effect a saving in the salary costs of
6 such department or agency approximately equal to the
7 amount by which such costs are increased by reason of
8 the enactment of this Act.

AMENDMENT

Intended to be proposed by Mr. BRIDGES to the bill (S. 2379) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

SEPTEMBER 22 (legislative day, SEPTEMBER 3), 1949

Ordered to lie on the table and to be printed

all my heart that we can carry it out by giving them a rousing vote of confidence today.

Mr. KEE. Mr. Speaker, I move the previous question on the conference report.

The previous question was ordered.

Mr. SMITH of Wisconsin. Mr. Speaker, I offer a motion to recommit.

The SPEAKER. Is the gentleman opposed to the conference report?

Mr. SMITH of Wisconsin. I am, Mr. Speaker.

The SPEAKER. The Clerk will report the motion to recommit.

The Clerk read as follows:

Mr. SMITH of Wisconsin moves to recommit the conference report to the committee of conference.

Mr. KEE. Mr. Speaker, I move the previous question on the motion.

The previous question was ordered.

The SPEAKER. The question is on the motion to recommit.

Mr. SMITH of Wisconsin. Mr. Speaker, I demand the yeas and nays.

The yeas and nays were ordered.

The question was taken; and there were—yeas 113, nays 213, answered "present" 1, not voting 105, as follows:

[Roll No. 204]

YEAS—113

Abernethy	Gwinn	Poulson
Allen, Calif.	Hagen	Powell
Andersen,	Halleck	Rankin
H. Carl	Hand	Rees
Angell	Hill	Rich
Arends	Hoeven	Rivers
Barden	Hoffman, Mich.	Sadlak
Barrett, Wyo.	Hull	St. George
Beall	Jackson, Calif.	Saylor
Bennett, Mich.	Jacobs	Scott, Hardle
Bishop	James	Scrivner
Boggs, Del.	Jenison	Scudder
Brehm	Jenkins	Secrest
Brown, Ohio	Jensen	Simpson, Ill.
Burdick	Kearns	Simpson, Pa.
Byrnes, Wis.	Larcade	Smith, Kans.
Case, S. Dak.	LeFevre	Smith, Wis.
Chapfield	Lemke	Stefan
Church	Lichtenwalter	Stockman
Clevenger	McConnell	Sutton
Cole, Kans.	McCulloch	Taber
Coudert	McDonough	Tackett
Dague	McGregor	Taller
Davis, Wis.	Marcantonio	Towe
D'Ewart	Martin, Mass.	Van Zandt
Dolliver	Mason	Velde
Dondero	Meyer	Vursell
Ellsworth	Miller, Nebr.	Weichel
Fallon	Morris	Werdel
Fenton	Morton	White, Calif.
Fisher	Nelson	Whitten
Ford	Nicholson	Wier
Gavin	Norrell	Williams
Gillette	O'Hara, Minn.	Wilson, Ind.
Goodwin	Passman	Winstead
Gossett	Philbin	Withrow
Graham	Plumley	Wood
Gross	Potter	Woodruff

NAYS—213

Abbt	Burton	Davenport
Addonizio	Camp	Davis, Ga.
Albert	Canfield	Dawson
Andrews	Cannon	DeGraffenried
Aspinall	Carlyle	Delaney
Auchincloss	Carnahan	Denton
Barrett, Pa.	Carroll	Dollinger
Bates, Mass.	Cass, N. J.	Doughton
Battle	Cavalcante	Doyle
Beckworth	Chelf	Durham
Bennett, Fla.	Chesney	Eaton
Bentsen	Christopher	Elliott
Blemler	Chudoff	Engel, Mich.
Blackney	Clemente	Evins
Bolling	Colmer	Fernandez
Bolton, Md.	Combs	Fogarty
Brown, Ga.	Cooper	Forand
Bryson	Corbett	Frazier
Buchanan	Cotton	Fugate
Buckley, Ill.	Cox	Fulton
Burke	Crook	Furcolo
Burleson	Cunningham	Gamble

Gary	Kilburn	Pfeiffer,
Gathings	Kilday	William L.
Golden	King	Phillips, Tenn.
Gordon	Kirwan	Pickett
Gorski, Ill.	Kruse	Polk
Gorski, N. Y.	Lane	Preston
Granahan	Lanham	Price
Granger	LeCompte	Priest
Grant	Lesinski	Quinn
Hale	Lind	Rabaut
Hall,	Linehan	Redden
Edwin Arthur	Lodge	Regan
Hall,	Lucas	Rhodes
Leonard W.	Lyle	Ribicoff
Hardy	Lynch	Rodino
Hare	McCarthy	Rogers, Fla.
Harris	McCormack	Roosevelt
Harrison	McGrath	Sasser
Hart	McGuire	Sheppard
Havener	McKinnon	Sikes
Hays, Ark.	Mack, Wash.	Sims
Hedrick	Madden	Smathers
Heffernan	Magee	Spence
Heller	Mahon	Staggers
Herlong	Marsalls	Stanley
Herter	Marrow	Steed
Heselton	Michener	Stigler
Hinshaw	Miles	Sullivan
Hobbs	Miller, Calif.	Thomas, Tex.
Hoffman, Ill.	Miller, Md.	Thompson
Holifield	Mills	Thornberry
Holmes	Mitchell	Tollefson
Hope	Monroney	Trimble
Howell	Morgan	Underwood
Jackson, Wash.	Moulder	Vorys
Javits	Murdock	Wadsworth
Jennings	Murray, Tenn.	Wagner
Johnson	Nixon	Walsh
Jones, Ala.	Noland	Welch
Jones, Mo.	O'Brien, Ill.	Wheeler
Jones, N. C.	O'Brien, Mich.	White, Idaho
Judd	O'Neill	Whittington
Karst	O'Sullivan	Wickersham
Karsten	O'Toole	Wigglesworth
Kearney	Pace	Wilson, Okla.
Keating	Patman	Wilson, Tex.
Kee	Patten	Wolverton
Kelley	Patterson	Yates
Kennedy	Perkins	Young
Kerr	Peterson	Zablocki

ANSWERED "PRESENT"—1

O'Hara, Ill.

NOT VOTING—105

Allen, Ill.	Elston	Murray, Wis.
Allen, La.	Engle, Calif.	Norblad
Anderson, Calif.	Feighan	Norton
Andersen,	Fellows	O'Konski
August H.	Flood	Pfeiffer,
Bailey	Garmatz	Joseph L.
Baring	Gilmer	Phillips, Calif.
Bates, Ky.	Gore	Poage
Bland	Green	Rains
Blatnik	Gregory	Ramsay
Boggs, La.	Harden	Reed, Ill.
Bolton, Ohio	Harvey	Reed, N. Y.
Bonner	Hays, Ohio	Richards
Bosone	Hébert	Riehlman
Boykin	Horan	Rogers, Mass.
Bramblett	Huber	Rooney
Breen	Irving	Sabath
Brooks	Jonas	Sadowski
Buckley, N. Y.	Kean	Sanborn
Bulwinkle	Keefe	Scott,
Burnside	Keogh	Hugh D., Jr.
Byrne, N. Y.	Klein	Shafer
Celler	Kunkel	Short
Chatham	Latham	Smith, Ohio
Cole, N. Y.	Lovre	Smith, Va.
Cooley	McMillan, S. C.	Tauriello
Crawford	McMillen, Ill.	Taylor
Crosser	McSweeney	Teague
Curtis	Mack, Ill.	Thomas, N. J.
Davies, N. Y.	Macy	Vinson
Davis, Tenn.	Mansfield	Walter
Deane	Marshall	Whitaker
Dingell	Martin, Iowa	Willis
Donohue	Morrison	Wolcott
Douglas	Multer	Woodhouse
Eberhart	Murphy	Worley

So the motion to recommit was rejected.

The Clerk announced the following pairs:

On this vote:

Mr. Blatnik for, with Mr. Vinson against.
Mr. Hébert for, with Mr. Keogh against.
Mr. Engle of California for, with Mr. Garmatz against.
Mr. Willis for, with Mr. Klein against.

Mr. Davies of New York for, with Mrs. Douglas against.

Mr. Sadowski for, with Mr. Murphy against.
Mr. Teague for, with Mr. Bonner against.
Mr. Smith of Ohio for, with Mr. Taylor against.

Mr. Reed of Illinois for, with Mrs. Bolton of Ohio against.

Mr. Allen of Illinois for, with Mr. Joseph L. Pfeiffer against.

Mr. Elston for, with Mr. Walter against.

Mr. Harvey for, with Mr. Multer against.

General pairs until further notice:

Mr. Huber with Mrs. Rogers of Massachusetts.

Mr. Gilmer with Mr. Horan.

Mr. Rains with Mr. Jonas.

Mr. Richards with Mr. Short.

Mr. Tauriello with Mr. Hugh D. Scott, Jr.

Mr. McSweeney with Mr. Norblad.

Mr. Mansfield with Mr. Phillips of California.

Mr. Dingell with Mr. Reed of New York.

Mr. Feighan with Mr. Riehlman.

Mr. Byrne of New York with Mr. Fellows.

Mr. Brooks with Mr. Cole of New York.

Mr. Bailey with Mr. Crawford.

Mr. Allen of Louisiana with Mr. Kean.

Mrs. Norton with Mr. Walcott.

Mr. Whitaker with Mr. Shafer.

Mr. Worley with Mr. Sanborn.

Mr. Morrison with Mr. Macy.

Mr. Flood with Mr. Kunkel.

Mr. Cooley with Mr. Latham.

Mr. Deane with Mr. Anderson of California.

Mr. Donohue with Mr. August H. Andresen.

Mr. Breen with Mr. Bramblett.

Mr. Hays of Ohio with Mr. Martin of Iowa.

Mr. Gregory with Mr. Curtis.

Mr. Green with Mr. Keefe.

Mr. Gore with Mr. Lovre.

Mr. Bland with Mr. McMillen of Illinois.

Mr. McMillan of South Carolina with Mr. O'Konski.

Mr. Boggs of Louisiana with Mr. Murray of Wisconsin.

The result of the vote was announced as above recorded.

The SPEAKER. The question is on the conference report.

Mr. KEE. On that, Mr. Speaker, I demand the yeas and nays.

The yeas and nays were ordered.

The question was taken; and there were—yeas 224, nays 109, answered "present" 1, not voting 98, as follows:

[Roll No. 205]

YEAS—224

Abbt	Chesney	Gamble
Addonizio	Christopher	Gary
Albert	Chudoff	Gathings
Andrews	Clemente	Golden
Aspinall	Combs	Gordon
Auchincloss	Cooper	Gorski, Ill.
Barrett, Pa.	Corbett	Gorski, N. Y.
Bates, Ky.	Cotton	Gossett
Bates, Mass.	Cox	Granahan
Battle	Crook	Granger
Beckworth	Cunningham	Grant
Bennett, Fla.	Davenport	Gwinn
Bentsen	Davis, Ga.	Hale
Blemler	Dawson	Hall,
Blackney	DeGraffenried	Edwin Arthur
Bolling	Delaney	Hall,
Bolton, Md.	Denton	Leonard W.
Brown, Ga.	Dollinger	Hardy
Bryson	Doughton	Hare
Buchanan	Doyle	Harris
Buckley, Ill.	Durham	Harrison
Burke	Eaton	Hart
Burleson	Elliott	Havener
Burton	Engel, Mich.	Hays, Ark.
Camp	Evins	Hedrick
Canfield	Fernandez	Heffernan
Cannon	Fisher	Heller
Carlyle	Fogarty	Herlong
Carnahan	Forand	Heselton
Carroll	Ford	Hinshaw
Case, N. J.	Frazier	Hobbs
Case, S. Dak.	Fugate	Hoffman, Ill.
Cavalcante	Fulton	Holifield
Chelf	Furcolo	

Holmes
Hope
Howell
Jackson, Wash.
Javits
Jennings
Johnson
Jones, Ala.
Jones, Mo.
Jones, N. C.
Judd
Karst
Karsten
Kearney
Kee
Kelley
Kennedy
Kerr
Kilburn
Kilday
King
Kilwan
Kruse
Lane
Lanham
LeCompte
LeFevre
Lesinski
Lind
Linehan
Lodge
Lucas
Lyle
Lynch
McCarthy
McCormack
McGrath
McKinnon
Mack, Wash.
Madden
Magee
Mahon

Marsalis
Martin, Mass.
Merrow
Michener
Miles
Miller, Calif.
Miller, Md.
Mills
Mitchell
Monroney
Morgan
Moulder
Murdock
Murray, Tenn.
Nixon
Noland
Norrell
O'Brien, Ill.
O'Brien, Mich.
O'Neill
O'Sullivan
O'Toole
Patman
Patten
Patterson
Perkins
Peterson
Pfeiffer,
William L.
Phillips, Tenn.
Pickett
Plumley
Polk
Preston
Price
Priest
Quinn
Rabaut
Redden
Regan
Rhodes

Ribicoff
Rodino
Rogers, Fla.
Rooney
Roosevelt
Sadlak
Sasser
Scudder
Sheppard
Sikes
Sims
Smathers
Smith, Va.
Spence
Staggers
Stanley
Steed
Stigler
Sullivan
Thomas, Tex.
Thompson
Thornberry
Tollefson
Trimble
Underwood
Vorys
Wadsworth
Wagner
Walsh
Welch
Whitten
Whittington
Wickersham
Wigglesworth
Wilson, Okla.
Wilson, Tex.
Winstead
Wolverton
Yates
Young
Zablocki

NAYS—109

Abernethy
Allen, Calif.
Andersen,
H Carl
Andersen,
August H.
Angell
Arends
Barden
Barrett, Wyo.
Beall
Bennett, Mich.
Bishop
Boggs, Del.
Bolton, Md.
Brehm
Brown, Ohio
Burdick
Byrnes, Wis.
Chilperfield
Church
Clevenger
Cole, Kans.
Colmer
Coudert
Dague
Davis, Wis.
D'Ewart
Dolliver
Dondero
Ellsworth
Faulon
Fenton
Gavin
Gillette
Goodwin
Graham

Gross
Hagen
Halleck
Hand
Hill
Hoeven
Hoffman, Mich.
Hull
Jackson, Calif.
Jacobs
James
Jenison
Jenkins
Jensen
Kearns
Larcade
Lemke
Lichtenwalter
McConnell
McCulloch
McDonough
McGregor
Marcantonio
Marshall
Mason
Meyer
Miller, Nebr.
Morton
Murray, Wis.
Nelson
Nicholson
O'Hara, Ill.
O'Hara, Minn.
Passman
Philbin
Potter
Poulson

Powell
Rankin
Rees
Rich
Rivers
St. George
Saylor
Scott, Hardie
Scrivner
Secrest
Shafer
Simpson, Ill.
Simpson, Pa.
Smith, Kans.
Smith, Wis.
Stefan
Stockman
Sutton
Taber
Tackett
Talle
Teague
Towe
Van Zandt
Velde
Vursell
Welchel
Werdell
Wheeler
White, Calif.
White, Idaho
Wier
Williams
Wilson, Ind.
Withrow
Wood
Woodruff

ANSWERED "PRESENT"—1

Morris

NOT VOTING—98

Allen, Ill.
Allen, La.
Anderson, Calif.
Bailey
Barling
Bland
Blatnik
Boggs, La.
Bolton, Ohio
Bonner
Bosone
Bramblett
Breen
Brooks
Buckley, N. Y.
Bulwinkle
Burnside
Byrne, N. Y.

Celler
Chatham
Cole, N. Y.
Cooley
Crawford
Crosser
Curtis
Davies, N. Y.
Davis, Tenn.
Deane
Dingell
Donohue
Douglas
Eberharter
Elston
Engle, Calif.
Feighan
Fellows

Flood
Garmatz
Gilmer
Gore
Green
Gregory
Harden
Harvey
Hays, Ohio
Hébert
Horan
Huber
Irving
Jonas
Kean
Keating
Keefe
Keogh

Klein
Kunkel
Latham
Love
McGuire
McMillan, S. C.
McMillen, Ill.
McSweeney
Mack, Ill.
Macy
Mansfield
Martin, Iowa
Morrison
Multer
Murphy
Norblad

Norton
O'Konski
Pfeifer,
Joseph L.
Phillips, Calif.
Poage
Rains
Ramsay
Reed, Ill.
Reed, N. Y.
Richards
Riehlman
Rogers, Mass.
Sabath
Sadowski
Sanborn

Scott,
Hugh D., Jr.
Short
Smith, Ohio
Tauriello
Taylor
Thomas, N. J.
Vinson
Walter
Whitaker
Willis
Wolcott
Woodhouse
Worley

So the conference report was agreed to.
The Clerk announced the following pairs:

On this vote:

Mr. Vinson for, with Mr. Blatnik against.
Mrs. Bolton for, with Mr. Reed of Illinois against.
Mr. Keogh for, with Mr. Hébert against.
Mr. Taylor for, with Mr. Smith of Ohio against.
Mr. Garmatz for, with Mr. Engle of California against.
Mr. Dingell for, with Mr. Morris against.
Mr. Keating for, with Mr. Allen of Illinois against.
Mr. Mansfield for, with Mr. Elston against.
Mr. Klein for, with Mr. Harvey against.
Mrs. Douglas for, with Mr. Willis against.
Mr. Morrison for, with Mr. Davies of New York against.
Mr. Joseph L. Pfeifer for, with Mr. Sadowski against.

Additional general pairs:

Mr. Gilmer with Mr. Cole of New York.
Mr. Brooks with Mr. Latham.
Mr. Huber with Mr. Kunkel.
Mrs. Norton with Mr. Crawford.
Mr. Multer with Mr. Horan.
Mr. Murphy with Mr. Short.
Mr. Rains with Mr. Hugh D. Scott, Jr.
Mr. Green with Mrs. Rogers of Massachusetts.
Mr. Allen of Louisiana with Mr. Norblad.
Mr. Cooley with Mr. Fellows.
Mr. Feighan with Mr. Riehlman.
Mr. Bailey with Mr. Love.
Mr. Mack of Illinois with Mr. Macy.
Mr. Tauriello with Mr. Jonas.
Mr. Hays of Ohio with Mr. Kean.
Mr. McGuire with Mr. Phillips of California.
Mr. Gregory with Mr. Reed of New York.
Mr. Richards with Mr. Sanborn.
Mr. Walter with Mr. Martin of Iowa.
Mr. Flood with Mr. McMillen of Illinois.
Mr. Deane with Mrs. Harden.
Mr. Whitaker with Mr. Curtis.
Mr. Donohue with Mr. Bramblett.
Mr. Bonner with Mr. Anderson of California.
Mr. Worley with Mr. Wolcott.
Mr. McMillan of South Carolina with Mr. Keefe.
Mr. Breen with Mr. O'Konski.

Mrs. ST. GEORGE and Mr. JAMES changed their votes from "yea" to "nay."

Mr. MORRIS. Mr. Speaker, I have a live pair with the gentleman from Michigan [Mr. DINGELL]. If he were present he would have voted "yea." I voted "nay." I withdraw my vote and vote "present."

The result of the vote was announced as above recorded.

A motion to reconsider was laid on the table.

REVISION OF CLASSIFICATION ACT OF 1923, AS AMENDED

Mr. SABATH. Mr. Speaker, I call up House Resolution 346 and ask for its immediate consideration.

The Clerk read the resolution, as follows:

Resolved, That immediately upon the adoption of this resolution it shall be in order to move that the House resolve itself into the Committee of the Whole House on the State of the Union for the consideration of the bill (H. R. 5931) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes. That after general debate which shall be confined to the bill and continue not to exceed 2 hours, to be equally divided and controlled by the chairman and ranking minority member of the Committee on Post Office and Civil Service, the bill shall be read for amendment under the 5-minute rule. At the conclusion of the consideration of the bill for amendment, the Committee shall rise and report the bill to the House with such amendments as may have been adopted and the previous question shall be considered as ordered on the bill and amendments thereto for final passage without intervening motion except one motion to recommit.

Mr. SABATH. Mr. Speaker, after many years and much effort we finally have before us a reclassification bill. The last Classification Act was passed in 1923, 26 years having elapsed before any action has been taken.

The rule provides for 2 hours of general debate and is an open rule, after which the bill will be taken up under the 5-minute rule, and an opportunity will naturally be given to the Members, if they are so inclined, to offer amendments and to speak on them. However, I believe, from a careful reading and study of the bill, that there cannot be much improvement regardless of how desirous a Member may be of bringing about improvement in this legislation after these many years.

The bill covers 885,000 positions represented by 31 grade classifications which, under this bill, are reduced to 18 grades, namely, by 13.

The new pay rates range from \$2,183 for grade 1 and a ceiling of \$15,000 is set for the top grade, 18. From grades 1 to 10, salaries for employees in the crafts, protective service, and custodial service, are fixed from \$2,120 to the maximum of \$4,900.

The administrative procedure for classifying positions is made more simple and uniform.

Authority for classifying or allocating positions is vested in the Civil Service Commission, and the departments and agencies must make allocations of positions in accordance with the standards set by the Civil Service Commission, which will eliminate the principle of taking care of friends on the inside or the pets of some of the administrators.

I, for one, have not been very favorably inclined toward the civil-service law, because when people enter the classified service, within a few years, unfortunately, they feel that they own the Government, as manifested by an attitude of arrogance and independence, generally speaking. They fail often times to give the service, help, and assistance to Members who have to ask for information requested by their constitu-

uents. Many times I have observed that some of these gentlemen who have been in the service for many years are indifferent, yes, they resent any Member of Congress coming and asking for information—not for favors, but just for information. Nevertheless we do have the civil service with us, and I think it would be better for the protection of the vast majority of honest and well-meaning employees under the conditions that frequently prevail where the inside gentlemen, as I said before, manage to take care of their “pets” regardless of whether they are deserving or have the ability or really have the required number of years of service behind them.

Therefore, I feel that this bill is in the right direction. I have some other information concerning the bill, but in view of how splendidly the chairman of the committee explained the bill yesterday, which was to provide an increase in postal pay, I know that he again will explain each and every provision of the bill more clearly, yes, and more intelligently than I am able to do since I only had 3 days and nights to study the bill.

Therefore, I am not going to impose myself upon the membership any longer, feeling that nearly everyone of us should be, and probably will be, in favor of passing the rule and at the same time passing this much-needed and greatly delayed legislation.

Mr. Speaker, with that I conclude my remarks, reserving the balance of my time, and ask unanimous consent to revise and extend my remarks.

The SPEAKER pro tempore (Mr. CAVALCANTE). Is there objection to the request of the gentleman from Illinois [Mr. SABATH]?

There was no objection.

Mr. SABATH. Mr. Speaker, I now yield 30 minutes to the gentleman from Massachusetts [Mr. HERTER].

Mr. HERTER. Mr. Speaker, I yield myself 2 minutes.

Mr. Speaker, so far as I know there is no objection whatever to the rule on this side. This rule is an open rule and provides for 2 hours general debate on H. R. 5931. That bill reclassifies the Civil Service, an action which is long overdue. The Reclassification Act was passed in 1923. Since 1923 there have been piecemeal changes, but no general Reclassification Act. While the bill appears to be highly technical I am sure that when Members of the committee explain it to the House, it will be quite clear.

The bill has been reported, I believe, with the unanimous approval of the Committee on Post Office and Civil Service, with the possible exception of one amendment which may be offered from this side. I hope the rule will be adopted.

Mr. SABATH. Mr. Speaker, I now yield 5 minutes to the gentleman from Tennessee [Mr. SUTTON].

Mr. SUTTON. Mr. Speaker, I ask unanimous consent to speak out of order.

The SPEAKER. Is there objection to the request of the gentleman from Tennessee?

There was no objection.

THE REPUBLICANS' SIOUX CITY FARM POW-WOW

Mr. SUTTON. Mr. Speaker, it is seldom that I have an opportunity to

congratulate the Republican Party. In fact, it is seldom that anyone has such an opportunity.

At long last, however, such an opportunity has come. It has been provided by the recent Republican farm program meeting in Sioux City, Iowa.

I wish to congratulate the Republican Party first of all for having the good sense to abandon the Aiken farm price cut-back program. Recognizing that the voters had repudiated this monstrosity fathered by the Republican-controlled Eightieth Congress, the party leadership virtually kept it hidden away in a dark corner throughout the so-called hearings at Sioux City. In fact, they asked the people to forget that the critter existed. They even boasted that they had no program to offer the people. Thus, they draw the curtain on one of their biggest mistakes of recent years. I congratulate them for realizing their mistake.

As the Good Book says, if you have a mote in your eye you should attend to it before you start looking after the beam in the eye of somebody else. The Republican Party is trying to get rid of its price-support mote, and we can all rejoice.

I also wish to congratulate the Republican Party for its exhibition of another virtue—the virtue of consistency. Whatever critics may say in condemnation of the Republican Party, they can never accuse it of pulling surprises. It has a record of perfect consistency in attacking every progressive measure for farm prosperity and never offering a constructive program of its own. That record remained inviolate at Sioux City. The Republican leaders are proud of the record. They asked the people to notice that they had no constructive program to offer. I am sure the people did notice, and I congratulate the Republican Party for its candor as well as its consistency.

I have high hopes for the results of the Sioux City meeting. I am sure that if the Republican leadership listened to a representative group of Iowa farmers, they return to us with straight thoughts and a sincere determination to assist in the preservation of farm prosperity and national well-being which have been brought about under Democratic Party leadership. If they listened attentively to the real dirt farmers of the Middle West, the Republican leadership returns to us, I am sure, with a firm resolve that never again must the Republican Party fiddle while the farmers burn corn—as they did when corn was cheaper than coal for fuel. If they listened attentively to the middle-western farmers, they could not have failed to hear the principles and objectives of farmers in the West, East, and the South as well. For farmers of America today are united. They are united in support of the principles which have been put into effect by the Democratic Party for many years and which are serving as our guide in the development of farm policy for the present and future prosperity of our Nation.

For myself and many other members of the Democratic Party, I must say that the many hearings, the many months of talking it over, the millions of words of

official testimony, have seemed to provide sufficient guidance to the Congress. However, if it has seemed to our Republican brethren that some matters were not sufficiently clear, if it has seemed to them that they could clear their minds by holding more party consultations, then we of the Democratic Party gladly bear with them while they attempt to get their thinking straightened out. We not only sympathize with their difficulty but again congratulate them upon realizing the extremity of their need and seeking to become better informed.

We trust that our Republican friends return to us greatly refreshed.

We hope they return with a firm resolve to reject the blandishments of those who offer the easy answers to farm problems—those who say that farm prices cannot be held at a decent level—those who say we cannot hope to eat our abundant food supplies but can only hope to use them for fuel or divert them to some other low-price outlet.

As a father welcomes home a prodigal son, we welcome our returning Republican brethren and invite them to join with us now in legislating a farm program which will prevent further serious declines in farm prices, a program which not only provides a fair level of support but also covers the commodities which are most important to farm income, a program which encourages consumption as well as production, a program which gives the consumer a break while assuring justice to the farmer—in short, a program which offers to all the people a fair deal.

The SPEAKER pro tempore. The time of the gentleman from Tennessee has expired.

Mr. HERTER. Mr. Speaker, I yield such time as he may desire to the gentleman from Oregon [Mr. ANGELL].

(Mr. ANGELL asked and was given permission to extend his remarks at this point in the Record and include certain extraneous matter.)

Mr. ANGELL. Mr. Speaker, Congress continues to ignore the urgent needs of America's aged. Some time ago those of us sponsoring legislation for security of the aged and the disabled and handicapped citizens of America filed petition No. 15 for the discharge of the committee from further consideration of H. R. 2135, the Townsend social security legislation. A large number of our colleagues have signed this petition, believing that the petition method is the only way to get action on legislation for the relief of these distressed citizens at this session of the Congress. I most respectfully urge all of my colleagues who have not done so to sign this petition now in order that the legislation may be considered before adjournment.

The United States is a Nation with only one-sixteenth of the earth's population, and only 6 percent of the world's area, but it produces nearly seven-sixteenths of the world's goods. Our people own 46 percent of the world's electric power; 48 percent of its radios; 54 percent of the telephones; 59 percent of its steel capacity; 60 percent of its life insurance; 85 percent of its automobiles; with the most schools, the most churches,

and the best health record. Yet we refuse to provide meager subsistence for our aged.

The distress of thousands of our aged was brought out today by the case of an 82-year-old fisherman and his wife of 2 years his junior in a news item appearing in the Washington Daily News, from which I quote:

TOO SHY TO HITCHHIKE, OLDSTERS WALK 400 MILES

BATON ROUGE, LA., September 28.—An 82-year-old Florida fisherman and his faithful 80-year-old wife took a much needed rest here today after walking most of the 400 miles from Dallas, Tex., because they were too embarrassed to ask for rides.

Mr. and Mrs. George Hunter are on their way home to Apalachicola, Fla., after an unsuccessful trip to the Dallas veterans' hospital seeking an abdominal operation for the aged man.

The elderly couple ran out of money at Dallas and started hitchhiking home a month ago. But they were not forward enough to be successful hitchhikers, so they walked nearly all the way to Baton Rouge.

"We've never asked for anything in our lives," Hunter said, "and we couldn't be starting it this late. So we just took rides when people stopped and offered them."

THIRTY CENTS LEFT

Very few motorists stopped. And some of those who did merely told the couple that they were "too old to be out on the highway" and then drove on, Hunter said.

The couple said they had only \$9 left when they left Dallas, and they spent that for food. They had 30 cents when they arrived here.

They carried no luggage and had only the clothes they wore. Hunter was clad in a worn blue shirt and blue trousers, and his wife wore a plain brown cotton dress.

Hunter's rubber boots were badly worn and his slender wife's tennis shoes were about gone. But the couple appeared to be in good physical shape after their strenuous trek.

GET BUS TICKETS

Hunter, a short, compactly built man with a shock of white hair, seemed spry and healthy despite the abdominal ailment for which he sought an operation.

His wife, several inches taller, was thin and looked more tired than her husband. But she said she would stick with him.

"We were married when George was 20 and I was 18," she said, "and we've never been separated in 62 years. We don't aim to be separated now."

The pair won't have to walk the remaining 480 miles of their journey home. Their case came to the attention of Salvation Army Director Capt. A. C. Sigmon here, and he provided money and bus tickets to Apalachicola.

It is significant that the fact-finding board appointed by the President recently to consider the wage dispute between the United States Steel Corp. and its workers reported as follows:

The concept of providing social insurance and pensions for workers in industry has become an accepted part of modern American thinking. Unless Government provides such insurance in adequate amount, industry should step in to fill the gap.

Government * * * has failed to provide social insurance for industrial workers generally, and has supplied old-age retirement benefits in amounts which are not adequate to provide an American minimum standard of living.

This is in line with the findings of many commissions and social-security experts who have considered the problem

of social security not only for workers, but for the aged, handicapped, and disabled. Ex-President Hoover, Chairman of the Commission for the Organization of the Executive Department in considering this important problem in a letter to Chairman DOUGHTON of the Ways and Means Committee under date of April 6, 1949, said:

I wish to say at once that I strongly favor Government provision for protection of the aged and their dependents.

The problem before the Nation is to obtain a workable system, with a minimum of administrative cost, a minimum of bureaucracy, adjusted to the economic strength of the country which gives an assurance of security to this group. In my view, we have not yet found that system.

I should like to make two general observations:

1. There is an illusion about the whole Federal old-age and survivors insurance. Because the taxes on pay rolls are paid into a trust fund and paid out without appropriation by Congress, there is an idea that these are neither taxes nor Federal expenditures. They are just as much a burden upon our national economy as any other tax or any other Government expenditure. Also, pay-roll taxes, however justifiable, are, like all other taxes, a burden on the standard of living of the whole Nation. A considerable part of the pay-roll taxes paid by employers in the long run is passed to the people as a whole in prices, and a considerable part of the taxes paid by wage earners is passed on by demands for increased wages.

THE PRESENT SYSTEM

1. The old-age problem has been thrust upon the Federal Government largely by the great increase in longevity. Its dimensions are indicated by the fact that there will be by 1950 about 11,000,000 persons over 65 years of age. They will increase in numbers absolutely and relatively, both with the increase in population and with the constantly advancing protections to health.

Recently, Mr. Arthur J. Altmeyer, Commissioner of the Social Security Administration, said:

When the Social Security Act was passed, in 1935, the basic idea was that contributory social insurance would be a first line of defense against destitution. It was expected that, as time went on, Federal and State governments would have less and less of a burden under the public-assistance laws. Today, however, the number of needy persons receiving public assistance is greater than it has been at any time since the passage of the Social Security Act. Moreover, the number of aged persons receiving public assistance is nearly twice as great as the number of persons receiving benefits under the Federal old-age and survivors insurance system.

It is also true that the largest proportion of persons receiving what we call general assistance, as distinguished from old-age assistance, aid to the blind and aid to dependent children, consists of persons who are suffering from physical disability. If our social-insurance system covered disability, we would be able to reduce considerably the burden on States and localities for providing this general assistance.

These findings all sum up to the one conclusion that as Mr. Hoover said, we have not yet found a workable and satisfactory system of social security for the protection of our elderly citizens and the disabled and handicapped. The sponsors of H. R. 2135 firmly believe that it will meet these needs and fill the gap now existing in social security, H. R. 2135

is a self-financing noncontributory retirement system under which beneficiaries will receive annuities as a matter of right without reference to charity or prior contributions. It is Nation-wide and covers all citizens 60 years of age or over. It is a pay-as-you-go system. Annuities will be paid currently out of currently raised revenues. Sums received by annuitants must be spent within 30 days. The existing system of old-age and survivors' insurance and old-age assistance is abolished, together with the pay-roll tax for financing old-age and survivors' insurance.

Under the existing law under old-age and survivors' insurance the average benefits are approximately \$25 per month according to the latest data available from social-security records. To obtain this payment the worker and the employer would have to make contributions over a long period of time. On the other hand, the average of old-age assistance—not available to those under the retirement plan but given only on a claim of need—was some \$16 more per month than the old-age and survivors' insurance payments. Recipients of relief now exceed by nearly 1,500,000 the insured workers who are drawing benefits. In the month of October last the number granted cash on the basis of need totaled 2,469,372 as against 1,016,303 retired workers receiving old-age insurance. This experience is directly opposite to that contemplated when the Social Security Act was enacted. It was erroneously believed that gradually all old-age beneficiaries would come under the provisions of the old-age and survivors' insurance program and those receiving assistance on the basis of need would be gradually reduced and eventually eliminated.

Annuities should be offered with neither the stigma of charity nor of poverty. They should be offered as a matter of right as dividends from the national wealth the aged have helped to create. The system should be one to replace the complicated, arbitrary, and inequitable provisions of the existing law. It should be one which will have a stimulative effect upon our economy and one which will help to make available jobs to all the young who will replace the aged as the latter move into retirement at a decent standard of living.

Only noncontributory pensions will meet the needs of those now grown old who are in need because of past neglect in providing an adequate contributory retirement system. Since at the time the system was adopted most of the States were financially unable to assume the burden of so many aged who moved from State to State and onto Federal relief rolls, it was deemed proper to continue to provide Federal aid to States to provide relief to those aged who were in need.

Much of the argument in support of our plan stems from the limited coverage and inadequate benefits of the present system. For example, most of today's aged who are not working, left the labor force before they could build up rights to benefits under OASI. And even among

the young and still employed, under the present OASI system, there is no coverage for jobs in agriculture, domestic service in private homes, Federal, State, and local government employees and workers in religious, charitable, and certain other nonprofit organizations, the self-employed, and many others. About one-third of the workers engaged in employment are not covered by the system; and of the 78,700,000 living persons with OASI wage credits at the end of 1948, about 40,500,000 were neither fully nor currently insured on the basis of their wage records, and hence were not protected under the programs.

In appealing for the enactment of social security legislation, the Townsend program, we have been met with the argument that it will involve heavy expenditures and that the economy of the country will not permit this additional tax burden. However, I call attention to the expenditures that the United States has made overseas in the postwar years which aggregate in grants and credits to March 31, 1949, \$21,817,766,769. These expenditures were made for the avowed purpose of aiding and rehabilitating the war-torn countries and dis-

tressed nations of the Old World to assure a stable and peaceful world to preserve our own national security and welfare. Can it be said that this great Nation that is able in the course of 4 years to expend this huge sum for the peoples in foreign nations, is not at the same time able to provide assistance to our own old people and disabled, which will enable them to meet the meager demands of simple living and provide for them shelter, food and medical care?

When old age comes, with it comes the need for medical attention as well as food and shelter. I note in an article appearing in today's press by Dr. T. R. Van Dellen under the title "How To Keep Well" the statement "Oldsters have various degenerative disorders to contend with. As the result of arteriosclerosis affecting the coronary arteries and the vessels leading to the kidneys and brain, diseases of these organs can be anticipated. Cancer, pneumonia and influenza also are partial to this group."

The following tabulation shows in detail the expenditures of foreign grants and credits and the purposes for which they were made:

Summary of utilized foreign grants and credits by the U. S. Government by program, July 1, 1940, to June 30, 1945; July 1, 1945, to Mar. 31, 1949

Type of assistance	War period, July 1, 1940, to June 30, 1945	Postwar period, July 1, 1945, to Mar. 31, 1949	Total, July 1, 1940, to Mar. 31, 1949
Total.....	\$49,705,422,414	\$21,817,766,769	\$70,523,189,183
Grants.....	47,705,695,057	11,823,201,371	59,528,896,428
Economic cooperation.....		2,430,775,941	2,430,775,941
European recovery.....		2,297,055,614	2,297,055,614
Chinese aid.....		131,854,221	131,854,221
Korean aid.....		1,866,106	1,866,106
Civilian supplies (military).....	813,554,525	3,475,789,305	4,289,343,830
Lend-lease.....	46,310,700,000	1,285,300,000	47,596,000,000
Relief.....	143,216,275	3,620,658,175	3,768,874,450
Interim aid.....		558,539,558	558,539,558
UNRRA.....	32,696,421	2,577,076,591	2,609,772,912
Refugee assistance.....	3,356,720	127,657,541	131,014,261
International Children's Emergency Fund.....		48,352,195	48,352,195
American Red Cross.....	62,163,134	10,435,361	72,598,495
Post-UNRRA (Public Law 84).....		298,596,929	298,596,929
Other grants.....	433,224,257	1,010,677,950	1,443,902,207
Greek-Turkish aid.....		474,212,605	474,212,605
Philippine rehabilitation.....		302,525,428	302,525,428
Chinese stabilization.....	380,406,157	119,593,843	500,000,000
Chinese military aid.....		86,798,534	86,798,534
Inter-American aid.....	52,818,100	27,547,540	80,365,640
Credits.....	999,727,357	9,994,565,398	10,994,292,755
Loans.....	906,800,236	6,993,676,440	7,900,536,676
Economic cooperation.....		756,690,396	756,690,396
Export-Import Bank.....	489,484,928	2,408,832,017	2,898,366,945
British loan.....		3,750,000,000	3,750,000,000
Other loans.....	417,375,308	78,104,027	495,479,335
Property credits and commodity programs.....	92,867,121	3,000,888,958	3,093,756,079
Surplus property.....		1,257,474,902	1,257,474,902
Lend-lease.....	92,867,121	1,235,300,000	1,378,167,121
Merchant ships.....		229,001,030	229,001,030
Occupied areas—commodity programs.....		229,113,026	229,113,026

Sources: Latest releases from Department of Commerce, Department of State, Treasury, Export-Import Bank, National Military Establishment, RFC, Maritime Commission, UNRRA, plus official tabulations by the Legislative Reference Service, Library of Congress.

The Ways and Means Committee has proposed a bill making extensive amend-

ments to the existing social-security legislation. Under it, if adopted, pay-

roll taxes will be substantially increased. The following shows the comparison of the increases with the existing law:

RIISING PAY-ROLL TAXES

Present law: Worker and employer pay on wages up to \$3,000 a year:

	Each	Total
	Percent	Percent
Through 1949.....	1	2
1950-51.....	1½	3
1952 and on.....	2	4

Proposed law: Worker and employer pay, on wages up to \$3,600 a year:

	Each	Total
	Percent	Percent
1950.....	1½	3
1951-59.....	2	4
1960-64.....	2½	5
1965-69.....	3	6
1970 and on.....	3½	6½

Higher social security (retired worker and wife, both 65)

If worker's average monthly wage was—	He gets per month—			
	In retiring after 10 years of insured employment		In retiring after 20 years of insured employment	
	Now	Proposed	Now	Proposed
\$50.....	\$33	\$39	\$36	\$40
\$100.....	41	79	45	80
\$150.....	50	87	54	91
\$200.....	58	94	63	99
\$250.....	66	102	72	107
\$300.....	66	110	72	116

This proposal of the Ways and Means Committee fails to solve the old-age problem. It leaves millions of oldsters out in the cold entirely and many others in dire need.

Mr. Speaker, in order to deal justly with this large group of our citizenry, the aged, disabled, and handicapped, I most sincerely appeal again to each of you who have failed to sign Discharge Petition No. 15 to do so at once, that this humane legislation may be brought to the floor for consideration before we adjourn and go home and relief be given to these neglected citizens whose humble needs are now denied them.

[Mr. ARENDS addressed the House. His remarks will appear hereafter in the Appendix.]

Mr. SABATH. Mr. Speaker, I yield to the gentleman from Massachusetts [Mr. McCORMACK] 1 minute to answer that question.

Mr. McCORMACK. The fact remains that the Sioux City meeting was a failure as far as the farmers were concerned; for it presented the amazing situation of asking the farmers what responsible men in public life should do when men in public life should do the leading and try to formulate public opinion. The farmers who attended that 21-

or 22-State meeting had the Republican Members of Congress who attended listening and not undertaking to lead and frankly to advise them what their own views were. The fact remains that the only thing the farmers ever got; the only consideration the farmers ever got was under the Democratic Party; and the Sioux City meeting broke up with no action taken. As far as the Republican Members who attended were concerned, they were listening rather than having the courage to tell the American farmers who attended that meeting just how they felt themselves; in other words, the result was entirely negative.

Mr. ARENDS. Mr. Speaker, will the gentleman yield?

Mr. McCORMACK. I yield.

Mr. ARENDS. Just speaking for myself as an individual Member of Congress I would welcome the opportunity of having had former Secretary ANDERSON tell us what he thought about the farm program.

Mr. McCORMACK. But that was a Republican meeting. Had you invited him I think he would have been very glad to go because if there is anything we Democrats like it is to be invited to a Republican meeting where we have an opportunity of influencing some honest Americans whom we might enlighten in the political truth and whom we might convert to the true way.

Mr. SABATH. Mr. Speaker, while I do not think it deserves any answer on my part, nevertheless I wish to make this observation. The gentleman from Kansas refers to the gentleman from Massachusetts.

Mr. REES. And the gentleman from Chicago.

Mr. SABATH. Let me tell him that if it had not been for the gentleman from Massachusetts and the gentleman from Chicago and many other gentlemen from the large cities I doubt very much if the gentlemen living in the country sections would have been able to obtain the passage of legislation that has aided the farmers as much as it has under the guidance, assistance, and cooperation of the gentleman from Massachusetts, and of Members from Boston, New York, Philadelphia, Chicago, and other cities, because those representatives have the interest of the people at heart, not only the laboring people and the small-business men, but farmers as well, because they feel that if the farmer is prosperous then the city workers will derive some benefit, because when the farmer can buy shoes and clothing for his children and implements for his farm naturally that creates business, creates employment, and the man in the country also derives a great deal of benefit. In view of that fact you gentlemen should be grateful to the Members from the large cities who have at all times during all the years that I have been here aided the program to bring about better conditions for the farmers.

If the convention that was held in Iowa had been fair, what those farmers should have done was to have adopted a resolution thanking the Democratic Party for the great prosperity which

they enjoy due to the Democratic legislation that was enacted during the years under President Roosevelt and now under President Truman.

That is all I care to say. I hope that is enough for you Republicans representing some of the rural sections, and I hope that this in the future will bring you to realize that you owe something to the people of the cities that are with you at all times; and when legislation in the interest of the country is brought here that you someday, sometime, will vote with us in behalf of better conditions in the interests of the country and the masses in general.

Mr. CARROLL. Mr. Speaker, will the gentleman yield?

Mr. SABATH. I yield to the gentleman from Colorado.

Mr. CARROLL. I want to verify what the gentleman has just stated. As a matter of fact, I traveled into northern Colorado up into the agricultural area, and met with 75 farm leaders. I found the very situation to exist that has been explained here; that is, they were thankful to the city people for voting a power program that would give them electricity, rural electrification, and so forth. This is from all of the farmers in that area. It is true as I traveled on my way through Kansas that I found the prosperous conditions which the gentleman has mentioned as a result of the program of the Democratic Party. I commend the gentleman for his forthright statement.

Mr. SABATH. I thank the gentleman for the additional information he has given.

Mr. BROWN of Ohio. Mr. Speaker, will the gentleman yield?

Mr. SABATH. I yield to the gentleman from Ohio.

Mr. BROWN of Ohio. I wonder if the gentleman will tell the House when the Sabath-McCormack farm bill, solving all of the problems of agriculture, will be introduced? We are all looking for some measure that will solve the problems of agriculture. When is the gentleman going to introduce the bill? I know his heart bleeds for the poor farmer.

Mr. SABATH. We had a bill up for consideration just a few weeks ago that we tried to pass that was to the interest of the farmers, to the people, and to the consumers of the Nation, but the gentleman has no interest in them. He has only one pledge, that is all. Instead of helping the farmers he invariably brings about conditions that are detrimental to them.

Mr. BROWN of Ohio. Is it the gentleman's explanation that the majority leader, the Democratic leader of the House, and the chairman of the powerful Rules Committee in the person of the gentleman now speaking, have been unable to get a Democratic House to go along with them and pass farm legislation? Is that the gentleman's complaint?

Mr. SABATH. I do not have to tell the gentleman because he knows that he is one of those who brings about conditions which misled some of our Democratic Members from the South who vote

with him. I know they are now commencing to realize that they have been misled and they are coming back.

Mr. BROWN of Ohio. Is the gentleman apologizing for his Democratic colleagues and saying they are misled, that they are so weak they do not know their own minds, that they are susceptible to being misled by Republicans?

Mr. SABATH. You gentlemen are so clever, so shrewd, so able to mislead the American people that I do not wonder but what you have misled some of the Members on our side because they somehow or other believed that you could not be so bad as to fill them with so much misinformation which makes them vote the wrong way on some of these bills sometimes. But those things are over, they now realize their mistakes and they are going to join hands with all the other good Democrats. From now on you will not be able to control the House.

Mr. BROWN of Ohio. May I thank the gentleman for his compliment and say that I can now understand why the soil of Illinois is so rich.

Mr. SABATH. I thank the gentleman for his flattering remark and now appreciate why the pastures of Ohio are so verdant.

Mr. Speaker, does not the gentleman from Ohio [Mr. BROWN] recall that during the closing days of the last Republican administration in 1932 and early in 1933 the farmers of Wood County, Ohio, rose in protest against court orders and were at the courthouse steps threatening to hang the common-pleas judge?

Does he not recall that the farmers of his own State and other States unfortunately at that time were interfering with the orderly foreclosure processes of the law? The reason was that they were not making enough money to pay the interest on their mortgages and their taxes.

The gentleman knows, I know, and everyone knows, that farmers are not radicals. At that time they were helpless and hopeless, they knew nothing of mob violence, but their protests were made because their farms were being taken away from them due to their inability, as I have stated, to pay taxes and interest and principal payments on their mortgages.

What took place in Ohio also took place in Iowa, when the farmers armed themselves with pitchforks and shotguns to resist sheriffs seizures of their farms and even placed a noose around a judge's neck.

Mr. Speaker, I wonder why the Republican members who were present at the recent grass roots conference in Sioux City, Iowa, did not call attention to the condition of the farmers in the years 1930, 1931, 1932 and early 1933. It is not possible that their memories are so short-lived, or did they conveniently forget to mention them?

Mr. McCORMACK. Mr. Speaker, will the gentleman yield?

Mr. SABATH. I yield to the gentleman from Massachusetts.

Mr. McCORMACK. The fact is that parity legislation is a Democratic measure?

Mr. SABATH. Why, of course.

Mr. McCORMACK. The further fact is that price supports is a Democratic measure?

Mr. SABATH. Of course.

Mr. McCORMACK. The further fact is that the carry-over legislation passed after the war was a Democratic measure?

Mr. SABATH. It was.

Mr. McCORMACK. The fact is that in 1931 and 1932 when the country was going into bankruptcy with the Republicans in control they did not do anything about it?

Mr. SABATH. The gentleman is right as usual, of course. The Republicans never passed a bill that was in the interest of the farmers. I know what the conditions were under the Republican administration from 1932 until the Democrats came into control, when corn was selling for 19 cents, wheat for 29 cents and hogs and cattle for 3 cents a pound. I know all those things.

It remained for the Democratic Party to bring about prosperity for the farmers, and I am grateful to my party that they have done so well by them and by the country.

Mr. BROWN of Ohio. Would the gentleman advise the House what the price of corn in Chicago is today?

Mr. McCORMACK. The only thing I know, it is not 17- or 18-cent corn, is it?

Mr. SABATH. No; it is not.

Mr. McCORMACK. Not the Republican price.

Mr. ARENDS. Mr. Speaker, will the gentleman yield?

Mr. SABATH. I yield to the gentleman from Illinois.

Mr. ARENDS. Let me say that in the same State that the gentleman comes from—and I happen to live in the Corn Belt—that today the farmers are worried about the price of corn they will receive, because there are not sufficient storage facilities available, because of the unavailable space on the markets, and that with the 85-cent corn they receive they must take into consideration the 58-cent dollar, and with an income-tax bracket that they never had before, and with tractors still selling at \$2,200 that used to sell for \$1,100, I ask, Where is the farmer so well off today? The gentleman ought to know. He lives in Illinois.

Mr. SABATH. I remember, and my colleague remembers, that the farmers did not worry very much about the income tax under the Hoover Republican administration. They had no profit left to pay any income tax, and I feel that the majority of them now are pleased and gratified that they are so prosperous that they can contribute their part toward the country and that they are in a position to pay income tax. Answering the gentleman with respect to his statement as to the lack of storage facilities, he well knows that we passed a bill at this session to provide additional facilities to take care of as much of the surplus as is possible.

Mr. GROSS. Mr. Speaker, will the gentleman yield?

Mr. SABATH. I yield to the gentleman from Iowa.

Mr. GROSS. The gentleman knows that before we get through with this corn harvest we will have a billion bushels of surplus corn. The gentleman from Illinois and the gentleman from Massachusetts are likely to have corn running out of their ears before they will be able to take care of that surplus.

Mr. SABATH. Let me say that we will have a surplus in corn, and I am mighty glad, and again, the Democratic party made that possible, because they, through the Department of Agriculture, have been aiding, helping and assisting the farmers to bring about an increased crop of corn as well as other crops, and I am again grateful for that, and I hope that we will at all times have a surplus instead of a shortage of food and grains.

Mr. CARROLL. Mr. Speaker, if the gentleman will yield further, the gentleman is very correct. I find this among farm groups, that they are increasingly concerned about the great corn surplus, and I find that they have confidence in the present Democratic leaders; not that they understand the solution to the whole problem, but they are confident that they are working in the farmers' interest; they are confident that they are trying to stabilize the farm income so that we can continue to have over \$200,000,000,000 in national income.

Mr. SABATH. I again thank the gentleman.

Mr. Speaker, I repeat that during the administrations of President Franklin Delano Roosevelt and Harry S. Truman the farmers of our Nation have enjoyed prosperity. We have gone a long way. And now, with the explanations I have made, which I hope will do the Republicans some good, I move the previous question.

The previous question was ordered.

The SPEAKER. The question is on the resolution.

The resolution was agreed to.

Mr. MURRAY of Tennessee. Mr. Speaker, I move that the House resolve itself into the Committee of the Whole House on the State of the Union for the consideration of the bill (H. R. 5931) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

The motion was agreed to.

Accordingly, the House resolved itself into the Committee of the Whole House on the State of the Union for the consideration of the bill H. R. 5931, with Mr. COMBS in the Chair.

The Clerk read the title of the bill.

By unanimous consent the first reading of the bill was dispensed with.

Mr. MURRAY of Tennessee. Mr. Chairman, I yield myself 20 minutes, and ask unanimous consent to revise and extend my remarks.

The CHAIRMAN. Is there objection to the request of the gentleman from Tennessee?

There was no objection.

Mr. MURRAY of Tennessee. Mr. Chairman, the purpose of this bill is to

simplify and to modernize the Classification Act of 1923, as amended, which governs the pay rates and classifications of more than one-third of the employees in the Federal service.

This legislation has received most careful and deliberate consideration. It is the result of 15 months' study by the House Post Office and Civil Service Committee. H. R. 4169, the predecessor bill to the bill under consideration, was the subject of many months of diligent staff work. I should like to pay tribute to the late Col. Edward J. McCormack, who was a member of the professional staff of the committee until his death, and who tirelessly gave his time and great experience to this legislation. Also, Mr. George M. Moore, counsel of our committee, and the other members of the committee staff are to be commended for their staff work in preparing the revision of the Classification Act of 1923.

The committee was assisted by Dr. Ismar Baruch, Chief of Personnel Classification Division, Civil Service Commission, during these many months. Dr. Baruch is, in my judgment, one of the finest and most capable men in our Government service. His vast experience in the personnel field has provided the committee with the most able technical assistance in the preparation of this legislation.

After H. R. 4169 was introduced on April 11, 1949, after many months of study, extensive hearings were conducted and technical revisions were made in the legislation and a clean bill was introduced, H. R. 5931, which was approved by the House Post Office and Civil Service Committee on August 5.

I am pleased to advise the members that I can wholeheartedly and enthusiastically endorse this legislation because it is a well-considered bill and the product of prolonged study and deliberation.

The bill covers 885,000 positions, of which approximately 115,000 are in the crafts, protective, and custodial schedule and 770,000 under the general schedule. The 115,000 employees in the CPC schedule comprise messengers, laborers, guards, and craftsmen. The 770,000 positions under the general schedule comprise the major clerical, administrative, fiscal, professional, technical, and subprofessional positions. The larger group of positions under the general schedule are in the four lowest grades composed mostly of clerks, stenographers, and typists. There are 371,000 positions or over 37 percent of the Federal service in the four lowest grades of the general schedule.

Under title VI the 8 grades in the professional and scientific service, the 8 grades in the subprofessional service and the 15 grades in the clerical, administrative, and fiscal service, or a total of 31 grades, will be merged into a new general schedule consisting of 18 grades.

As provided for in section 603, the annual pay rates for the new general schedule grades are from \$2,186 per annum at the beginning of grade 1 to a ceiling of \$15,000 per annum at grade 18. The ten grades in the present crafts, protective and custodial service have been revised into ten new grades provid-

ing salaries from \$2,120 annually to \$4,900 per annum at the top of grade 10, except that CPC-1, with only 199 positions, provides a pay rate of from \$1,510 annually to \$1,870 annually. The present CPC-1, whose pay rates are between \$1,410 and \$1,732 per annum include boy and girl messengers between the ages of 16 and 18 years, and housekeepers who are wives of teachers in the Indian Service.

The average annual increase in compensation for the employees covered by the bill will be \$113.60. However, in the lowest three grades, which include the positions of about one-third of those covered by the bill, the average increase will be approximately \$120 annually. Adequate provision is made to assure that every employee will receive an increase in compensation through the initial adjustment to the new grades.

Under titles III and IV, the administrative procedure for classifying the 885,000 positions covered by the bill is made simpler and more uniform, and a better relationship is established between the classification functions of the Civil Service Commission and such functions in other departments and agencies of the Government.

Under existing law the classification of positions in the departmental service differs from the classification of the positions in the field service. In the departmental service, under existing procedures, control in the departmental service is centered on mandatory pre-audit by the Civil Service Commission of classification actions proposed by the departments and agencies. Under Executive Order 9512 dated January 16, 1945, which extended the principles of the Classification Act to positions in the field service, control is centered on post-audit of actions by the Commission of classification actions of the departments and agencies, but the Commission has no authority to compel the departments and agencies to comply with its recommendations. Under the provisions of the bill, existing procedures are vastly improved. A uniform policy is extended to both the departmental and field service. Under published classification standards promulgated by the Civil Service Commission after consultation with the departments and agencies, authority for making the initial classification actions is delegated to the departments and agencies with respect to both the departmental and field service. The Civil Service Commission, however, under the bill, is vested with mandatory enforcement powers over the departments and agencies on a post-audit basis, to make certain that the application of the classification standards are complied with on a uniform basis throughout the Federal service.

Under title V authority is given to the Commission to determine the degree to which classification standards are being observed. The Commission is given enforcement power, (1) to correct erroneous actions upon appeal either by an individual employee or by the department or agency concerned, or on the Commission's own initiative; and (2) to withdraw or suspend the depart-

ment's authority to take action without prior approval by the Commission when such department is not adhering to the standards provided for.

When the departments and agencies are conforming with the classification standards their allocation of positions will be official for pay and personnel purposes without prior approval of the Commission, except in grades 16, 17, and 18 of the general schedule. Under section 505, no position may be placed in or removed from grade 18—\$15,000 annually—except by the President upon recommendation of the Commission. No position may be placed in grade 16—\$11,500 to \$12,500—or in grade 17—\$13,000 to \$14,000 annually—except by action of or after prior approval by the Commission.

The legislation will cover about 25,000 more employees than are now subject to the Classification Act of 1923, as amended.

Generally, positions whose salaries are now fixed on an annual basis under the pay schedules of the Classification Act of 1923, as amended, will continue under the provisions of the bill. These include the vast majority of employees in the executive departments and agencies except the following which are now exempt from the provisions of the Classification Act: 516,000 employees in the postal field service; 489,000 crafts, trades, and labor employees whose wages are fixed by so-called wage boards in accordance with prevailing wage rates in the communities in which they are employed; the Foreign Service of the United States; physicians, dentists, and nurses in the Veterans' Administration; teachers, school officials, and employees of the Board of Education of the District of Columbia; officers and members of the Metropolitan Police and Fire Departments of the District of Columbia; the United States Park Police; the White House Police; lighthouse keepers and civilian employees on lightships and vessels of the Coal Guard; civilian professors, lecturers, and instructors at the Naval War College, the Naval Academy, and Naval Postgraduate School; aliens or persons not citizens of the United States who occupy positions outside of the United States; Tennessee Valley Authority; the Inland Waterways Corporation; the Alaska Railroad; the Virgin Islands Corporation; the Panama Railroad; the Central Intelligence Agency; emergency and seasonal employees; persons employed on a fee, contract, or piecework basis; and positions for which rates of basic compensation are individually fixed by any other law at or in excess of the maximum scheduled rate of the highest grade established by the bill.

The following wholly owned Government corporations not now subject to the Classification Act will fall within the coverage of the bill: Federal Intermediate Credit Banks, Production Credit Corporation, Federal Farm Mortgage Corporation, and Regional Agricultural Credit Corporations under the Department of Agriculture; Federal Prison Industries, Inc., under the Department of Justice; Institute of Inter-American Affairs,

State Department; Export-Import Bank of Washington; Federal Savings and Loan Insurance Corporation and Home Owners' Loan Corporation, under Housing and Home Finance Agency; and the Reconstruction Finance Corporation.

Also the following agencies, now exempted, would be covered: Atomic Energy Commission, Displaced Persons Commission, Philippine War Damage Commission, and United States Soldiers Home.

In addition, customs clerks, whose pay is now fixed by the Bacharach Act of May 29, 1928, as amended, and immigration inspectors, whose pay is now fixed by the Reed-Jenkins Act of May 29, 1928, as amended, would come under the bill, as well as a large number of individual exemptions in organic or appropriation acts such as exemptions for attorneys, engineers, experts, and so forth, in certain agencies would be repealed by implication and the positions brought within the bill.

The only sizable group which is now covered by the Classification Act of 1923, as amended, which would be exempt under the provisions of the bill, is the clerical mechanical service, consisting of 3,864 employees of the Bureau of Printing and Engraving who are workers on manufacturing or mechanical processing operations. The committee believed that it would be more beneficial for these employees to be paid, as are other highly skilled craftsmen in the Government, on the basis of prevailing wage rates in the areas in which they work. The purpose is to bring about a closer relation between the pay rates for this group and pay rates for skilled craftsmen in the same bureau or pay rates generally in the Government Printing Office.

Section 602 of the bill contains new definitions of the 18 general schedule grades and the 10 crafts, protective and custodial grades. Compared with existing grade definitions in the Classification Act of 1923, the language defines a better progression of difficulty and responsibility factors from grade to grade, and eliminates existing clauses and phrases which emphasize size of unit or number of persons supervised.

Also section 303 provides substantive law which is now contained in appropriation laws, setting forth congressional policy to the effect that no appropriated funds shall be used to pay the salaries of Federal employees who are placed in supervisory positions solely on the basis of the size of the group or the number of employees supervised.

Under title VII, the bill provides three types of step increases within each grade of the general schedule and the crafts, protective and custodial schedule. The first two types of step increases are already authorized by existing law. They are within-grade promotions or periodic step increases—Ramspeck increases—and within-grade promotions as a reward for superior accomplishment. The bill authorizes a minor change in existing law for the waiting period between the periodic or Ramspeck increases. At present where the step increases are less than \$200—grades 1 through 10—the waiting period is 12 months, and where

the step increases are \$200 or more the waiting period is now 18 months. The bill provides that where the waiting period is 12 months it shall be 52 calendar weeks, and where the waiting is 18 months it shall be 78 calendar weeks.

In section 703 a new provision grants step increases—longevity increases—for all employees in all the CPC grades and in grades GS-1 (\$2,120) to GS-10 (\$5,750), inclusive.

Employees in such grades will be entitled to a longevity increase for each 3 years they serve after reaching the top of their grade, but not more than 3 such longevity increases will be granted any one employee in any single grade. In order to be entitled to such longevity increase, the employee must have served in the same grade at the maximum scheduled rate (or at a higher rate) for 3 years. He must have an efficiency rating of "good" or better, and his service and conduct must be satisfactory. In the aggregate he must have rendered 10 years of service in his position or in positions of equivalent or higher class or grade. The longevity increases will be in the amount of the within-grade step increases, for example, \$60, \$70, \$80, \$100, and \$125.

Section 9 of the Classification Act of 1923, as amended, relating to the efficiency rating system and efficiency rating boards of review is reenacted in title IX. During hearings on this legislation, representatives of the Bureau of the Budget and the Civil Service Commission stated that following their study of the recommendations of the so-called Hoover Commission they would make recommendations to the Congress with respect to a complete revision of the efficiency rating system. Inasmuch as these recommendations have not yet been made, the committee believed that the present efficiency rating system which contains full protection for the employees to have their efficiency ratings reviewed by an impartial board should be retained until more study could be given this matter.

Hearings were conducted with respect to this legislation, at which time representatives of the Federal employees' organizations appeared and endorsed the provisions of the bill. Representatives of the Civil Service Commission and the Bureau of the Budget testified in favor of the enactment of this legislation, and there is no known objection to its enactment.

The annual cost of the legislation based upon the 885,000 positions covered will be \$100,500,000 for the adjustment to the new schedules. In addition, the

provisions of the bill granting longevity increases will cost an additional \$800,000 the first year; \$1,900,000 the second year; \$5,700,000 the third year; \$6,700,000 the fourth year; \$7,700,000 the fifth year; \$8,800,000 the sixth year; \$9,800,000 the seventh year; \$10,800,000 the eighth year; and \$12,000,000 additional the ninth and subsequent years.

Title X of the bill repeats the provisions of existing law which prohibit discrimination on account of sex, marital status, race, creed, or color and makes certain that the application of the veterans preference provisions of other laws is not interfered with. It also authorizes the Commission to issue the necessary regulations for the administration of the act and directs the Commission to prepare and submit to the President and the President to submit to the Congress an annual report with respect to the rates of compensation and the administration of the bill.

The effective date of the titles of the bill having to do with actual payment of money is the first day of the first pay period beginning after the date of enactment. Other provisions are to take effect upon enactment.

The title also safeguards against reduction in pay of any present employee not now subject to the Classification Act whose position is brought under the bill. A period of not to exceed 6 months is provided within which such a position shall be classified in its appropriate grade.

The bill contains provisions carrying out several of the recommendations of the Commission on the Organization of the Executive Branch of the Government, the so-called Hoover Commission. The bill represents the first complete revision and modernization of the Classification Act in 26 years, and repeals laws and parts of laws which are obsolete or which are in conflict with the provisions of the legislation.

Section 1101 of the bill raises the aggregate compensation ceiling of the Federal Employees' Pay Acts of 1945, 1946, and 1948 from \$10,330 to \$10,500. In view of the readjustment of the pay schedules for the employees covered by the bill to a ceiling of \$15,000 per annum, the only effect of this provision is to raise the ceiling for legislative and judicial employees to \$10,500 per annum.

In readjusting the pay rates of the Classification Act of 1923, the committee gave careful study to the findings of the President, the Bureau of the Budget, and the Civil Service Commission that the

pay increase acts of 1945, 1946, and 1948 had distorted the present pay schedules.

From 1930 until July 1, 1945, the only change in the basic rate schedules of the Classification Act was a small increase in the first two grades of the subprofessional service and the first eight grades of the crafts, protective, and custodial service.

On July 1, 1945, the Federal Employees Pay Act of 1945 became effective. This contained a pay-increase formula which raised rates of basic compensation as follows: 20 percent on the first \$1,200, 10 percent on the next \$3,400, and 5 percent on the remainder, subject to a \$10,000 ceiling. The average increase was 15.9 percent. This range of increases varied from 20 percent at the floor of the schedules to 8.9 percent at the ceiling.

On July 1, 1946, additional increases were authorized by the Federal Employees Pay Act of 1946. This act provided a 14-percent increase but not less than \$250 (unless more than 25 percent), subject to a \$10,000 ceiling. The average increase was 14.2 percent. The range of increases varied from 25 percent at the very lowest rate to 2 percent at the ceiling.

On July 11, 1948, a further Classification Act increase was authorized by the Postal Rate Revision and Federal Employees Salary Act of 1948. This was a flat increase of \$330, subject to a \$10,330 ceiling. The average increase was 11 percent. The range of increases varied from 30.6 percent at the floor to 3.3 percent at the ceiling.

Thus, the combined over-all effect of the recent classification pay revision, comparing the rates in effect in July 1948, with those in effect during the period from 1930 to 1945 is approximately a 46 percent increase, due to rate changes only. The distortion in the pay rates which has been caused by granting flat increases on top of varied percentage increases at various pay rates has been corrected by the adjustment in pay rates contained in the bill.

The bill repeals the Classification Act of 1923, as amended, and will be known as the Classification Revision Act of 1949.

I trust the Members will support this legislation with the amendments which I shall offer exempting the Atomic Energy Commission and certain Government corporations from the bill.

I have prepared a statement showing a comparison between the proposed and existing pay rates covered by the bill, which will be included as a part of my remarks.

H. R. 5931, Classification Revision Act, 1949—Revision of Classification Act salary schedules—Comparison of proposed and existing pay scales

[Proposed grades and rates are italicized. Present rates are immediately below the corresponding proposed rate. The amount of increase or decrease of the proposed rate over the present rate is shown immediately below these rates.]

Grade	Present service and grade													Steps	Number of employees in grade
	P	SP	CAF												
1				(\$2,186)	\$2,186	\$2,266	\$2,346	\$2,426	\$2,506	\$2,586	\$2,666	\$2,666	6X80	19,000	
		1		2,020	2,086	2,152	2,218	2,284	2,350	2,423					
			1		2,086	2,152	2,218	2,284	2,350	2,423		2,498			
		2				2,152	2,218	2,284	2,350	2,423	2,573	2,498			
				166	100	114	128	142	156	163	93	163			
2				2,584	2,464	2,544	2,624	2,704	2,784	2,864			6X80	121,817	
		3	2	2,284	2,350	2,423	2,498	2,573	2,648	2,724					
				100	114	121	126	131	136	140					

H. R. 5931, Classification Revision Act, 1949—Revision of Classification Act salary schedules—Comparison of proposed and existing pay scales—Continued

[Proposed grades and rates are italicized. Present rates are immediately below the corresponding proposed rate. The amount of increase or decrease of the proposed rate over the present rate is shown immediately below these rates.]

Grade	Present service and grade													Steps	Number of employees in grade
	P	SP	CAF												
3				<i>\$2,600</i>	<i>\$2,680</i>	<i>\$2,760</i>	<i>\$2,840</i>	<i>\$2,920</i>	<i>\$3,000</i>	<i>\$3,080</i>				6×80	150,519
		4	3	2,498	2,573	2,648	2,724	2,799	2,874	2,949					
				102	107	112	116	121	126	131					
4				<i>2,824</i>	<i>2,904</i>	<i>2,984</i>	<i>3,064</i>	<i>3,144</i>	<i>3,224</i>	<i>3,304</i>				6×80	99,020
		5	4	2,724	2,799	2,874	2,949	3,024	3,100	3,175					
				100	105	110	115	120	124	129					
5				<i>3,075</i>	<i>3,200</i>	<i>3,325</i>	<i>3,450</i>	<i>3,575</i>	<i>3,700</i>	<i>3,825</i>				6×125	67,574
	1	6	5	2,974	3,100	3,225	3,351	3,476	3,601	3,727					
				101	100	100	99	99	99	98					
6				<i>3,451</i>	<i>3,576</i>	<i>3,701</i>	<i>3,826</i>	<i>3,951</i>	<i>4,076</i>	<i>4,201</i>				6×125	29,208
		7	6	3,351	3,476	3,601	3,727	3,852	3,978	4,103					
				100	100	100	99	99	98	98					
7				<i>3,827</i>	<i>3,952</i>	<i>4,077</i>	<i>4,202</i>	<i>4,327</i>	<i>4,452</i>	<i>4,577</i>				6×125	65,939
	2	8	7	3,727	3,852	3,978	4,103	4,228	4,354	4,479					
				100	100	99	99	99	98	98					
8				<i>4,200</i>	<i>4,325</i>	<i>4,450</i>	<i>4,575</i>	<i>4,700</i>	<i>4,825</i>	<i>4,950</i>				6×125	13,172
			8	4,103	4,228	4,354	4,479	4,605	4,730	4,855					
				97	97	96	96	95	95	95					
9				<i>4,600</i>	<i>4,725</i>	<i>4,850</i>	<i>4,975</i>	<i>5,100</i>	<i>5,225</i>	<i>5,350</i>				6×125	53,942
	3		9	4,479	4,605	4,730	4,855	4,981	5,106	5,232					
				121	120	120	120	119	119	118					
10				<i>5,000</i>	<i>5,125</i>	<i>5,250</i>	<i>5,375</i>	<i>5,500</i>	<i>5,625</i>	<i>5,750</i>				6×125	6,937
			10	4,855	4,981	5,106	5,232	5,357	5,482	5,608					
				145	144	144	143	143	143	142					
11				<i>5,400</i>	<i>5,600</i>	<i>5,800</i>	<i>6,000</i>	<i>6,200</i>	<i>6,400</i>					5×200	30,288
	4		11	5,232	5,482	5,733	5,984		6,235						
				168	118	67	16		165						
12				<i>6,400</i>	<i>6,600</i>	<i>6,800</i>	<i>7,000</i>	<i>7,200</i>	<i>7,400</i>					5×200	24,204
	5		12	6,235	6,474	6,714	6,953	7,192							
				165	126	86	47	8							
13				<i>7,600</i>	<i>7,800</i>	<i>8,000</i>	<i>8,200</i>	<i>8,400</i>	<i>8,600</i>					5×200	11,159
	6		13	7,432	7,671	7,911	8,150	8,389							
				168	129	89	50	11							
14				<i>8,800</i>	<i>9,000</i>	<i>9,200</i>	<i>9,400</i>	<i>9,600</i>	<i>9,800</i>					5×200	4,474
	7		14	8,509	8,808	9,108		9,407	9,706						
				291	192	92		193	94						
15				<i>10,000</i>	<i>10,250</i>	<i>10,500</i>	<i>(10,500)</i>	<i>10,750</i>	<i>11,000</i>					4×250	1,666
	8		15			10,305	10,330								
						195	170								
16				<i>11,500</i>	<i>11,750</i>	<i>12,000</i>	<i>12,250</i>	<i>12,500</i>						4×250	
17				<i>13,000</i>	<i>13,250</i>	<i>13,500</i>	<i>13,750</i>	<i>14,000</i>						4×250	
18				<i>15,000</i>											

H. R. 5931, Classification Revision Act, 1949—Revision of Classification Act salary schedules—comparison of proposed crafts, protective, and custodial schedules and existing CPC pay scales

[Proposed grades and rates are italicized. Present rates are immediately below the corresponding proposed rate. The amount of increase or decrease of the proposed rate over the present rate is shown immediately below these two rates]

Grade	Present service and grade—CPC										Steps	Number of employees in grade
1			<i>\$1,510</i>	<i>\$1,570</i>	<i>\$1,630</i>	<i>\$1,690</i>	<i>\$1,750</i>	<i>\$1,810</i>	<i>\$1,870</i>		6×60	199
	1		1,410		1,500	1,588		1,660	1,732			
			100		130	102		150	138			
2			<i>2,120</i>	<i>2,190</i>	<i>2,260</i>	<i>2,330</i>	<i>2,400</i>	<i>2,470</i>	<i>2,540</i>		6×70	26,182
	2		2,020	2,086	2,152	2,218	2,284	2,350				
			103	104	103	112	116	120				
3			<i>2,252</i>	<i>2,332</i>	<i>2,412</i>	<i>2,492</i>	<i>2,572</i>	<i>2,652</i>	<i>2,732</i>		6×80	21,512
	3		2,152	2,218	2,284	2,350	2,423	2,498				
			100	114	123	142	149	154				
4			<i>2,450</i>	<i>2,530</i>	<i>2,610</i>	<i>2,690</i>	<i>2,770</i>	<i>2,850</i>	<i>2,930</i>		6×80	16,728
	4		2,350	2,423	2,498	2,573	2,648	2,724	2,799			
			100	101	112	117	122	126	131			
5			<i>2,674</i>	<i>2,754</i>	<i>2,834</i>	<i>2,914</i>	<i>2,994</i>	<i>3,074</i>	<i>3,154</i>		6×80	8,579
	5		2,573	2,648	2,724	2,799	2,874	2,949	3,024			
			101	106	110	115	120	125	130			
6			<i>2,900</i>	<i>3,000</i>	<i>3,060</i>	<i>3,140</i>	<i>3,220</i>	<i>3,300</i>	<i>3,380</i>		6×80	15,523
	6		2,799	2,874	2,949	3,024	3,100	3,175	3,250			
			101	106	111	116	120	125	130			
7			<i>3,125</i>	<i>3,225</i>	<i>3,325</i>	<i>3,425</i>	<i>3,525</i>	<i>3,625</i>	<i>3,725</i>		6×100	9,059
	7		3,024	3,100	3,175	3,250	3,351	3,476	3,601			
			101	125	150	175	174	149	124			
8			<i>3,400</i>	<i>3,525</i>	<i>3,650</i>	<i>3,775</i>	<i>3,900</i>	<i>4,025</i>	<i>4,150</i>		6×125	3,819
	8		3,225	3,351	3,476	3,601	3,727	3,852	3,978			
			175	174	174	174	173	173	172			
9			<i>3,775</i>	<i>3,900</i>	<i>4,025</i>	<i>4,150</i>	<i>4,275</i>	<i>4,400</i>	<i>4,525</i>		6×125	1,268
	9		3,601	3,727	3,852	3,978	4,103	4,228	4,354			
			174	173	173	172	172	171	171			
10			<i>4,150</i>	<i>4,275</i>	<i>4,400</i>	<i>4,525</i>	<i>4,650</i>	<i>4,775</i>	<i>4,900</i>		6×125	1,134
	10		3,978	4,103	4,228	4,354	4,479	4,605	4,730			
			172	172	172	171	171	170	170			

H. R. 5931, Classification Revision Act, 1949—Revision of Classification Act salary schedules—Comparison of proposed and existing pay scales

[Proposed grades and rates are italicized. Present rates are immediately below the corresponding proposed rate. The amount of increase or decrease of the proposed rate over the present rate is shown immediately below these rates.]

Grade	Present service and grade													Steps	Number of employees in grade
	P	SP	CAF												
1				<i>(\$2,186)</i>	<i>\$2,186</i>	<i>\$2,206</i>	<i>\$2,246</i>	<i>\$2,426</i>	<i>\$2,606</i>	<i>\$2,686</i>	<i>\$2,666</i>	<i>\$2,606</i>		6×80	19,000
		1		2,020	2,086	2,152	2,218	2,284	2,350	2,423					
		2	1		2,086	2,152	2,218	2,284	2,350	2,423					
				166	100	114	128	142	156	163					
2				<i>2,384</i>	<i>2,464</i>	<i>2,544</i>	<i>2,624</i>	<i>2,704</i>	<i>2,784</i>	<i>2,864</i>				6×80	121,817
		3	2	2,284	2,350	2,423	2,498	2,573	2,648	2,724					
				100	114	121	126	131	136	140					
3				<i>2,600</i>	<i>2,680</i>	<i>2,760</i>	<i>2,840</i>	<i>2,920</i>	<i>3,000</i>	<i>3,080</i>				6×80	150,519
		4	3	2,498	2,573	2,648	2,724	2,799	2,874	2,949					
				102	107	112	116	121	126	131					
4				<i>2,824</i>	<i>2,904</i>	<i>2,984</i>	<i>3,064</i>	<i>3,144</i>	<i>3,224</i>	<i>3,304</i>				6×80	99,020
		5	4	2,724	2,799	2,874	2,949	3,024	3,100	3,175					
				100	105	110	115	120	124	129					
5				<i>3,076</i>	<i>3,200</i>	<i>3,325</i>	<i>3,450</i>	<i>3,575</i>	<i>3,700</i>	<i>3,825</i>				6×125	67,574
	1	6	5	2,974	3,100	3,225	3,351	3,476	3,601	3,727					
				101	100	100	99	99	99	98					
6				<i>3,461</i>	<i>3,576</i>	<i>3,701</i>	<i>3,826</i>	<i>3,951</i>	<i>4,076</i>	<i>4,201</i>				6×125	29,208
		7	6	3,351	3,476	3,601	3,727	3,852	3,978	4,103					
				100	100	100	99	99	98	98					
7				<i>3,827</i>	<i>3,952</i>	<i>4,077</i>	<i>4,202</i>	<i>4,327</i>	<i>4,452</i>	<i>4,577</i>				6×125	65,939
	2	8	7	3,727	3,852	3,978	4,103	4,228	4,354	4,479					
				100	100	99	99	99	98	98					
8				<i>4,200</i>	<i>4,325</i>	<i>4,450</i>	<i>4,575</i>	<i>4,700</i>	<i>4,825</i>	<i>4,950</i>				6×125	13,172
		8		4,103	4,228	4,354	4,479	4,605	4,730	4,855					
				97	97	96	96	95	95	95					
9				<i>4,600</i>	<i>4,725</i>	<i>4,850</i>	<i>4,975</i>	<i>5,100</i>	<i>5,225</i>	<i>5,350</i>				6×125	53,942
	3	9		4,479	4,605	4,730	4,855	4,981	5,106	5,232					
				121	120	120	119	119	118	118					
10				<i>5,000</i>	<i>5,125</i>	<i>5,250</i>	<i>5,375</i>	<i>5,500</i>	<i>5,625</i>	<i>5,750</i>				6×125	6,937
		10		4,855	4,981	5,106	5,232	5,357	5,482	5,608					
				145	144	144	143	143	143	142					
11				<i>5,400</i>	<i>5,600</i>	<i>5,800</i>	<i>6,000</i>	<i>6,200</i>	<i>6,400</i>	<i>6,600</i>				5×200	30,288
	4		11	5,232	5,482	5,733	5,984		6,235						
				168	118	67	16		165						
12				<i>6,400</i>	<i>6,600</i>	<i>6,800</i>	<i>7,000</i>	<i>7,200</i>	<i>7,400</i>					5×200	24,204
	5		12	6,235	6,474	6,714	6,953	7,192							
				165	126	86	47	8							
13				<i>7,600</i>	<i>7,800</i>	<i>8,000</i>	<i>8,200</i>	<i>8,400</i>	<i>8,600</i>					5×200	11,159
	6		13	7,432	7,671	7,911	8,150	8,389							
				168	129	89	50	11							
14				<i>8,800</i>	<i>9,000</i>	<i>9,200</i>	<i>9,400</i>	<i>9,600</i>	<i>9,800</i>					5×200	4,474
	7		14	8,509	8,808	9,108		9,407	9,706						
				291	192	92		193	94						
15				<i>10,000</i>	<i>10,250</i>	<i>10,500</i>	<i>(10,500)</i>	<i>10,750</i>	<i>11,000</i>					4×250	1,666
	8		15			10,305	10,330								
						195	170								
16				<i>11,500</i>	<i>11,750</i>	<i>12,000</i>	<i>12,250</i>	<i>12,500</i>						4×250	
17				<i>13,000</i>	<i>13,250</i>	<i>13,500</i>	<i>13,750</i>	<i>14,000</i>						4×250	
18				<i>15,000</i>											

Mr. WHITE of Idaho. Mr. Chairman, will the gentleman yield?

Mr. MURRAY of Tennessee. I yield.

Mr. WHITE of Idaho. How much of an increase in Government expenditures will be occasioned by this bill?

Mr. MURRAY of Tennessee. I overlooked that. The cost of this bill, since it provides an average increase of \$113 per person per annum, will be about \$100,000,000 per year.

Mr. WHITE of Idaho. Is this bill limited to postal employees or does it cover all employees?

Mr. MURRAY of Tennessee. This bill does not deal with postal employees at all. We have two classification acts, we have one for postal employees and another for all other Federal employees. This classification bill covers employees other than those in the postal service and other than those whose salaries or wages are fixed by wage boards.

Mr. WHITE of Idaho. Then this bill will not affect the cost of postal charges at all?

Mr. MURRAY of Tennessee. Oh, no; this bill has no connection with the postal service or with postal charges or with the salaries or compensation of postal employees.

Mr. WHITE of Idaho. Does it extend to the military?

Mr. MURRAY of Tennessee. No.

Mr. WHITE of Idaho. It just covers civilian employees?

Mr. MURRAY of Tennessee. It applies to civilian employees in the Military and Naval Establishments, of course, but it does not apply to the officers and enlisted men of the armed services. It applies to all civilian employees in our armed services.

Mr. WHITE of Idaho. I can appreciate that the committee and the chairman have done a great deal of work and given a great deal of consideration to this measure, and I commend them, but I did want to have some information on the over-all picture of the bill. I thank the gentleman.

Mr. ALBERT. Mr. Chairman, will the gentleman yield?

Mr. MURRAY of Tennessee. Gladly.

Mr. ALBERT. Did I understand that one of the provisions of this bill eliminates the necessity of a supervisory employee's having a large number of persons under him in order to get a higher grade? Is that right?

Mr. MURRAY of Tennessee. That is right.

Mr. ALBERT. I think that is a commendable change in the law, and I want to congratulate the gentleman on this bill.

Mr. MURRAY of Tennessee. And I may say another thing about this bill,

that the authority for allocating positions covered by the bill is vested in the Civil Service Commission. However, in the interest of efficiency and to improve existing operations the departments or agencies are authorized to allocate positions in the various grades established by the bill in accordance with published standards promulgated by the Civil Service Commission. Their action, however, is subject to the review of the Civil Service Commission; and if the Civil Service Commission sees that any particular department or agency is not carrying out the prescribed standards and regulations set out by the Civil Service Commission, then the Commission can withdraw or suspend the department's authority to take action without prior approval by the Commission.

Mr. BENNETT of Florida. Mr. Chairman, will the gentleman yield?

Mr. MURRAY of Tennessee. I yield.

Mr. BENNETT of Florida. I have a message here. I hate to interrupt the gentleman's presentation but I wish to ask him about it. This message was handed to me, as I say, and it deals with professional grade P-2. I do not know whether the person who sent me this message was misinformed or not but he seems to feel that this grade will get no chance of promotion.

Mr. MURRAY of Tennessee. Undoubtedly that person is misinformed, for employees in that grade will receive an increase under this bill. It especially provides that their salaries shall not be reduced. The purpose of the bill is to give them an increase according to the classified service.

The CHAIRMAN. The time of the gentleman from Tennessee has expired.

Mr. REES. Mr. Chairman, I yield myself 20 minutes.

Mr. Chairman, the legislation under consideration which will simplify and modernize the Classification Act of 1923, as amended, is the final product of many months of study which began during the Eightieth Congress.

At the time the last Federal Employee Pay Act was considered by the House and Senate conferees in June 1948, it was determined that an extensive revision of the Classification Act of 1923 was necessary, and the conferees agreed that a study should be made with a view toward the enactment of legislation similar to the bill under consideration. Accordingly, the House Post Office and Civil Service Committee, of which I then had the honor of being chairman, began a study of this problem in cooperation with the representatives of the Civil Service Commission and the Bureau of the Budget. This study was completed early in January 1949, and the distinguished chairman of our committee the gentleman from Tennessee [Mr. MURRAY] introduced the bill H. R. 4169.

Extensive hearings were conducted with respect to this legislation by a subcommittee of our committee upon which I had the privilege of serving. The subcommittee made its recommendations to the full committee and the committee approved H. R. 5931, which is under consideration today.

The main purpose of the legislation is to revise the pay rates and classifications of more than 885,000 employees in the Federal service. The pay schedules have been simplified and the 31 existing grades in the professional, subprofessional, and clerical, administrative and fiscal service have been combined into 18 new general schedule grades. In other words, the bill combines 31 existing grades and then adds 3 additional grades.

Under the provisions of the bill approved by the committee, the pay rates of the new general schedule are between \$2,186 per annum at the beginning of grade 1 to a ceiling of \$15,000 per annum at grade 18. The crafts, protective, and custodial service is provided with 10 grades from \$2,120 annually to \$4,900 per annum, except that CPC-1 provides pay rates between \$1,510 and \$1,870 annually. This grade includes only 199 positions—boy and girl messengers and housekeepers who are wives of teachers in the Indian service.

The average annual increase in compensation provided for the employees covered by the bill is \$113.60; however, in the lowest grades the committee provided increases which average approximately \$120 annually.

The distinguished chairman the gentleman from Tennessee [Mr. MURRAY], who has spent a great deal of time and

effort in preparing this legislation, deserves the commendation of the Members for his work. He has ably presented reasons for the enactment of this legislation. With the exception of several provisions, I agree with him.

Under the provisions of the bill three new grades are established above the present \$10,330 ceiling. These are: Grade 16, \$11,500 to \$12,500 per annum; grade 17, \$13,000 to \$14,000 per annum; and grade 18 at a single annual salary of \$15,000.

According to the proponents of this provision the justification for the establishment of these three new grades is to provide salaries which will be attractive to highly qualified persons outside of the Federal service who do not now seek Federal employment. If I believed that the persons who will fill these positions would be brought in from the outside with highly technical and specialized skills which are not now available to the Federal Government, I would see some reason for the addition of these grades. However, in my judgment, and according to information I received during consideration of the bill, most of those who will fill these positions are in the Federal service and are now making between \$8,000 and \$10,330 per annum. The simple fact is that if this legislation becomes law, the salaries of such employees will be increased, not only in the amounts provided for in the bill, but also will be increased from \$1,000 to \$4,000 annually, depending upon where their positions are allocated in grades 16, 17, or 18.

Permit me to state that I wholeheartedly endorse the objective of the legislation in revising the antiquated Classification Act, its outmoded definitions and procedures. However, I do not believe that such legislation should be used as a vehicle through which to give large and hidden increases in salaries to employees who are now making \$8,000 to \$10,000 per annum.

At the appropriate time I shall propose an amendment to this legislation eliminating proposed grades 17 and 18, and changing the pay rates of grade 16 to \$11,000 to \$12,000 per annum.

This would provide a salary ceiling of \$12,000 per annum as compared with the ceiling in the bill of \$15,000 per annum. Allow me to point out that the annual salary ceiling for positions covered by this legislation is now \$10,330. I believe that to increase this ceiling at this time by \$5,000 a year is inconsistent with the main purpose of the legislation and unwarranted by the facts presented to the committee.

The remaining provisions of the bill are meritorious. The benefits to all Federal employees are many. Provision is made for an appeal by any Federal employee of his job classification to the Civil Service Commission. The bill embraces about 25,000 more employees than are now subject to the Classification Act of 1923, as amended. Each of these 25,000 employees will benefit by their inclusion under the bill.

A new provision which I wholeheartedly endorse provides longevity increases for certain Federal employees, particu-

larly those in the lower grades, who find themselves in "blind alley" jobs from which there is no opportunity for advancement to higher grades. Such employees who reach the top of their grade will receive longevity increases equal to the amount of their within grade increases at the end of 3 years, and three such increases may be given.

In the initial adjustment to the new grades and in providing promotions to higher grades, each employee covered by the bill will receive an increase in salary although such increases vary in amount.

As the distinguished chairman pointed out, lengthy hearings were conducted with respect to this bill at which time representatives of the Federal employees organizations endorsed the bill, and the Civil Service Commission and the Bureau of the Budget indicated their approval.

I urge the members to support this legislation with amendments which I shall offer.

Mr. DONDERO. Mr. Chairman, will the gentleman yield?

Mr. REES. I yield to the gentleman from Michigan.

Mr. DONDERO. May I ask whether or not this bill affects the secretarial staff of the Members of Congress?

Mr. REES. It does not affect legislative employees. They are in a different group.

Mr. COX. Mr. Chairman, will the gentleman yield?

Mr. REES. I yield to the gentleman from Georgia, who has at all times shown deep interest in improvement in Federal employment.

Mr. COX. I wonder if the gentleman's committee considered the subject matter of the amendment the gentleman now speaks of intending to offer.

Mr. REES. Yes. I will say to the gentleman that the proposal I intend to offer today was submitted to the full committee.

Mr. COX. Are we to understand that the gentleman's committee rejected that proposal, insisting on the fixing of the salary as stated in the bill, \$15,000?

Mr. REES. The statement of the gentleman from Georgia is correct.

Mr. COX. There is something of a feeling that prevails here and there to the effect that the civil service is pretty much of a confounded humbug.

Mr. REES. I have heard similar criticism on a number of occasions.

Mr. COX. I wonder if the gentleman's committee will ever get around to considering the question of enacting some kind of legislation that will reduce the number of personnel now so high as to provide three men for one job? Is it not reasonable to hope that the gentleman's committee will at some time propose legislation which will reduce personnel at least to two men for one job?

Mr. REES. I appreciate the gentleman's views. I am just as deeply concerned as he is with respect to the duplication of positions in Government. I agree with the gentleman that in a large number of our agencies we have many unnecessary employees. There is too much overstaffing in many of the agencies of Government. It comes about largely by duplication of effort and be-

cause of inefficiency and failure to organize these various agencies properly. The committee has dealt with it, and I have personally dealt with it. I have spoken on the floor of the House a number of times about it. During the Eightieth Congress our committee conducted investigations on this subject matter. We had a staff that went into the problem and made reports and recommendations. The Civil Service Committee of the Seventy-ninth Congress also made an effort to deal with this question. Attempt was made to bring about some reduction in force in the various departments of the Government, and to bring a little more order out of chaos.

I am in accord with the gentleman's feelings in regard to this matter, and I still hope that our committee may give more attention to this question. I know the distinguished chairman of this committee is very much in accord with the gentleman's views in that respect.

Mr. MILLER of Nebraska. Mr. Chairman, will the gentleman yield?

Mr. REES. I yield to the distinguished gentleman from Nebraska, who at various times has expressed his views on the floor of the House with regard to this question.

Mr. MILLER of Nebraska. The gentleman has made a fine statement in connection with this bill. It has often occurred to me that there are some times too many drones on the country's pay roll who hide behind civil service to protect their inefficiency. Whether that can be corrected by legislation or not I do not know. The question I want to pose to the gentleman is this. I believe in the first paragraph of his remarks he said that this reclassification bill covers 885,000 people. How are the other million or more employees in the Federal service covered?

Mr. REES. We have three general groups. We have the postal service, comprising approximately 500,000. Then we have these 885,000 classified employees. Then we have what are known as wage board employees. Also another group of several thousand that are in special classes. ECA, for instance, has quite a number of them, and so do TVA and other groups of that nature. There are several of those that are not included under the provisions of this bill. There are a comparatively few under civil service. I would say a large share of these groups are patterned very much after the Classification Act with respect to salaries paid.

Mr. MILLER of Nebraska. Will the gentleman say, then, that they have their own form of civil service?

Mr. REES. No, I would not say that, but because of the special or different work they do they have been put into different groups. However, they follow pretty much the civil service rules and regulations.

Mr. MILLER of Nebraska. But they are still not under civil service?

Mr. REES. They are not under the Civil Service Classification Act.

Mr. MILLER of Nebraska. These classifications do not affect them?

Mr. REES. That is correct. Consideration was given to each and every group as to whether they should be included. We have included quite a number who were heretofore outside the Civil Service Classification Act.

Mr. McDONOUGH. Mr. Chairman, will the gentleman yield?

Mr. REES. I yield to the gentleman from California.

Mr. McDONOUGH. Will the adoption of this bill throw the other groups out of line with the wage rates?

Mr. REES. No, it will not.

Mr. McDONOUGH. In other words, by the adoption of this bill we will then have to give consideration to the adjustment of classifications of other groups.

Mr. REES. No; we will not.

Mr. McDONOUGH. In other words, you mean the adoption of this bill will coordinate the situation?

Mr. REES. That is correct. It will, to a considerable extent.

Mr. GOLDEN. Mr. Chairman, will the gentleman yield?

Mr. REES. I yield to the gentleman, a member of my committee.

Mr. GOLDEN. Can the distinguished gentleman give us some idea as to how much his amendment would save under the \$100,000,000 which it is estimated the bill will cost as it presently stands?

Mr. REES. I made inquiry downtown just a little while ago with officials in the Civil Service Commission, and the answer was approximately \$5,000,000. Another estimate was \$4,200,000.

Mr. GOLDEN. Do you have some idea as to the number of employees who will be affected and limited to the \$12,000 ceiling?

Mr. REES. Probably 800.

Mr. DONDERO. Mr. Chairman, will the gentleman yield?

Mr. REES. I yield to the gentleman from Michigan.

Mr. DONDERO. Perhaps I did not understand the gentleman's answer, but someone has said here that this bill costs about \$110,000,000 a year.

Mr. REES. The cost of the bill, as announced by the chairman of the committee, is approximately \$100,000,000. The saving on my amendment is estimated at \$5,000,000.

Mr. VORYS. Mr. Chairman, will the gentleman yield?

Mr. REES. I yield to the gentleman from Ohio.

Mr. VORYS. A minute ago the gentleman mentioned one group that I would like to know more about. In almost every bill that I can remember, which created new agencies, either war agencies or any other agencies, since I have been in Congress, there is a paragraph to this effect: "Without regard to the Civil Service Act of 1923, the President or the Administrator"—or whoever it might be—"may appoint personnel."

The argument has been brought up here by the departments that they cannot get the necessary competent personnel promptly and retain them if they have to comply with the civil-service law. My colleague the gentleman from Georgia has brought out criticism

which we hear concerning the civil service. Here is a repeated criticism of the civil service by the Congress, joined in by the Executive, in which we have a pattern which provides that when we want something done expertly and in a hurry, we do not use the civil service. Now, why should not the Committee on Post Office and Civil Service do one of two things—either change the civil-service law so that we can secure competent people promptly, or rise on the floor of the House and oppose these paragraphs that I have mentioned, which appear in every one of these bills, as they come along.

Mr. COX. Mr. Chairman, will the gentleman yield?

Mr. REES. I yield.

Mr. COX. With respect to the exception provided for in most bills which are adopted by the House, I judge that the first purpose is to insure getting somebody who is peculiarly fitted for the job in question, and that the second purpose is to give the person having the appointing power some degree of discretion in the selection of his associates or in the selection of persons who are, in his judgment, best suited for the job in question.

Mr. VORYS. And another thing, to give the person who has the responsibility and makes the selection some authority to fire the person if such person is incompetent.

Mr. COX. I agree with the gentleman in that statement.

Mr. REES. In reply to the statement of the gentleman from Ohio, may I say that on each and every occasion, so far as I know, when bills have come before the House, where these exceptions are made, including the ECA bill, I have objected to taking those positions out of the civil service. But the excuse or reason given was because of the particular kind of work they were doing and because of the fact that they were only temporarily employed, it was for the best interests of the Government to leave them out of civil service. One of the great reasons, of course, during the war period was that they could not recruit those people fast enough and could not get them promptly enough if they had to go through what they describe as the slow procedure of civil service. I should state, however, that there are some employees that were not included under classified civil service that will be included under the provisions of this bill.

I am in general accord with the views of the gentleman from Ohio [Mr. Vorys] with respect to this matter.

Mr. GROSS. Mr. Chairman, will the gentleman yield?

Mr. REES. I yield to the gentleman from Iowa, a member of our committee.

Mr. GROSS. Does the gentleman mean to say that ECA is only a temporary proposition?

Mr. REES. I am not passing on that question at all. I hope it is, I think most of the Members of this House trust that it will be. I wish I knew the answer to that question.

I wish to say again that I endorse the provisions of this bill, with the excep-

tion of the provision to which I have called attention, and I trust at the proper time I may have the support of this committee on my amendment.

One further thing: One of the reasons given for putting this up to \$15,000—and those who oppose my views will express their opinions regarding that—is because they say it will bring it in line with the so-called presidential bill that passed this House several weeks ago and is now pending in the Senate. I tried to secure some reductions in that measure. You may recall that bill provided that approximately 200 Presidential appointees would receive salaries ranging from \$15,000 to \$25,000.

The CHAIRMAN. The time of the gentleman from Kansas has expired.

Mr. REES. I yield myself one additional minute, Mr. Chairman.

I am informed the question of salaries for so-called top-flight Presidential appointees is presently being considered in a bill pending in the other body. That body may make provisions for a ceiling of \$12,000 or \$15,000. Even so, that should not be a controlling factor in dealing with the problem here. Let me say in closing that I realize the administration is insisting that the \$15,000 ceiling be retained in this particular bill and would therefore be opposed to my amendment of \$12,000. I still think an increase all the way from \$1,000 to \$4,000 for those presently employed in civil service is out of line and unnecessary.

The CHAIRMAN. The time of the gentleman from Kansas has again expired.

Mr. MURRAY of Tennessee. Mr. Chairman, I yield 10 minutes to the gentleman from California [Mr. MILLER].

Mr. MILLER of California. Mr. Chairman, I ask unanimous consent that my colleague [Mr. MORRISON] may extend his remarks at this point in the RECORD.

The CHAIRMAN. Without objection, it is so ordered.

There was no objection.

Mr. MORRISON. Mr. Chairman, I rise in support of H. R. 5931, a bill establishing a standard schedule of rates of basic compensation for those employees of the Federal Government who are paid under the fixed rates of the Classification Act of 1923.

This bill is the product of careful study and consideration by the House Post Office and Civil Service Committee. I am pleased to have been a member of the subcommittee which considered this legislation and recommended the bill under consideration to the full committee.

Extensive hearings were conducted at which time the committee heard the testimony of officials of the Civil Service Commission, the Bureau of the Budget, and the representatives of the fine Federal employee organizations, notably the American Federation of Government Employees and the American Federation of Federal Employees. The witnesses unanimously agreed that this legislation was desirable, and although modest in providing basic increases in compensation, the bill represents a modernization and simplification of the provisions of the Classification Act of 1923.

The bill covers approximately 880,000 positions in the Federal service. The 31 grades in the existing professional and scientific service, the subprofessional service, and the clerical, administrative, and fiscal service will be merged into a new general schedule consisting of 18 grades.

The annual pay rates for the new general schedule are from \$2,186 per annum at the beginning of grade 1 to a ceiling of \$15,000 per annum at grade 18. The present crafts, protective, and custodial service has been revised into 10 grades providing salaries from \$2,120 annually—\$1,510 annually for boy and girl messengers—to \$4,900 per annum in the top rate of grade 10.

The average annual increase in compensation for the employees covered by the bill will be \$113.60. However, in the lowest three grades containing the positions of almost 300,000 employees the average annual increase will be approximately \$120.

The existing administrative procedure for classifying the positions covered by the bill is made more efficient and uniform and a better relationship is established between the classification functions of the Civil Service Commission and such functions in the other departments and agencies of the Government. Under published classification standards promulgated by the Civil Service Commission after consultation with the departments and agencies, authority for making the initial classification actions is delegated to the departments and field service. The Commission, however, is vested with mandatory enforcement powers over the departments and agencies on a post-audit basis to make certain that the application of the classification standards are complied with uniformly throughout the Federal service.

Reviewing authority is given to the Commission to determine the degree to which classification standards are being observed. The Commission is given enforcement power (1) to correct erroneous actions upon appeal either by an individual employee or by the department or agency concerned, or on the Commission's own initiative; and (2) to withdraw or suspend the department's authority to take action without prior approval by the Commission when such department is not adhering to the standards provided for.

The bill provides for the establishment of three new grades in the general schedule, GS-16, 17, and 18. These grades, where the annual compensation is between \$11,500 and \$15,000, were established in conformity with the recommendations of the Hoover Commission, which found that the present salary schedule in the Federal service is outmoded and woefully inadequate to provide pay rates sufficiently attractive to bring highly specialized persons into the Federal service.

The Government has suffered in the past because of its failure to provide salaries sufficiently attractive to bring into the service those who are needed to perform essential Government work.

In this atomic age where private industry is paying its employees salaries between \$10,000 and \$20,000 annually for the same type of work in specialized, scientific and professional fields, it is imperative that the Congress provide a modernized and adequate pay structure to meet the responsibilities of the Government.

The distinguished chairman of the committee, the gentleman from Tennessee [Mr. MURRAY], has covered in detail the provisions of the bill which extend the coverage of the Classification Act to additional positions in the Federal service. In each case the committee weighed carefully the implications of the added coverage and additional exemptions. They were recommended to the committee by the Civil Service Commission and endorsed by the Bureau of the Budget. In my judgment, the bill provides a pay structure which will be of advantage to all of the agencies and positions which are now covered by it.

The bill provides additional advantages for the classified Federal employees. Under present procedure, only an employee in the departmental service had the right to appeal his classification to the Civil Service Commission. Under the terms of the bill, all employees, including those in the field service—82 percent of the Federal employees—will be extended this right of appeal.

A new provision grants longevity increases to employees in all the CPC grades and in the grades GS-1 to GS-10, inclusive. Employees in such grades will be entitled to a longevity increase for each 3 years they serve after reaching the top of their grade, but not more than 3 such longevity increases will be granted any one employee in any single grade. In order to be entitled to such longevity increase, the employee must have served in the same grade at the maximum scheduled rate (or at a higher rate) for 3 years. He must have an efficiency rating of "good" or better, and his service and conduct must be satisfactory. In the aggregate he must have rendered 10 years of service in his position or in positions of equivalent or higher class or grade.

The provision granting these longevity increases will be of great advantage to those Federal employees, particularly in the lower grades, who find themselves in "blind alley" jobs after many years of service from which there is no promotion.

As has been stated, the bill represents the first complete revision and modernization of the Classification Act in the past 26 years. The salary increases provided for in the pay acts of 1945, 1946, and 1948 have, according to the reports of the Civil Service Commission and the Bureau of the Budget, so distorted the present pay structure that this revision of the pay rates is absolutely necessary to remove inequities and to prevent further distortion. The Federal employees have only received basic pay increases since 1939 of approximately 46 percent, which, in my judgment, is woefully inadequate in view of the tremendous increase in the cost of living. The bulk of these Federal employees live in

the larger cities and are confronted constantly with the increased cost of living. I believe that the modest increases provided in the bill are fully justified on the basis of the information presented to our committee.

I wholeheartedly endorse this legislation, and urge that the Members pass this vital legislation.

(Mr. MILLER of California asked and was given permission to revise and extend his remarks.)

Mr. MILLER of California. Mr. Chairman, what we are trying to do in this present legislation is to develop and encourage a sound career service. That is one of the things that the Commission for the Reorganization of the Executive Branch of the Government stressed in its report on Report on Personnel Management. It is one of the things that will make for greater efficiency in the Federal Government.

This bill, after all, is a bill that sets standards of pay. It has nothing to do presently with the number of employees who are engaged to do a certain job. That is not the function of the Civil Service Committee. That is the function of the Appropriations Committee or the appropriate legislative committee. We have nothing to do with the number of employees necessary in any branch or segment of government. The work that comes before the Post Office and Civil Service Committee in the fixing of standards for jobs and the remuneration of those jobs.

Since 1930 the number of employees in the Government has risen about 250 percent. Roughly, there were about 300,000 employees in all categories of government under the classification act at that time. Today there are in excess of 885,000. That means that the laws and regulations, the machinery set up to handle this group, has had superimposed on it a huge and new volume of work that makes the machinery inadequate.

Over 20 years ago, in 1923, we passed the Classification Act. Since that time it has been amended in major fashion and on numerous occasions minor amendments have been added. In fact, it has been amended in almost every Congress until it has become a hodgepodge. You now need a slide rule or a calculating machine to compute the salaries. For instance, you start with a base salary set up in the 1923 act, to it you add 20 percent of the first \$1,200, plus 10 percent of the difference between \$1,200 and \$4,600, plus 5 percent in excess of \$4,600, plus 14 percent, and then an added \$330. You find it very clear, and amusing. We have increased salaries on a percentage basis, we have added increase after increase until they are all out of kilter and all out of gear. This bill aims to correct that, to provide a more orderly way of handling the payment of public employees by the establishment of a number of grades into which they shall fall, and the consolidation of four grades into two new grades, the general service grade and the professions.

I believe that the slight increase in the bill is justified, because all it does is to bring into line the classified employees

with the pay raise that was given the postal employees in the closing days of the Eightieth Congress which, frankly, was not a well-considered move. The recommendations of the committee of which my colleague, the gentleman from Kansas, has just spoken were disregarded in the closing days of that session and out of the air was grabbed a figure of \$330 a year. All the slight adjustment upward in this bill does is to bring that pay scale back into balance with the recommendations that have been made heretofore by this committee.

Much has been said about the new grades that have been added in the general service category taking them up to grade 18. Presently the top salary in Government is \$10,330 a year; it is \$10,000 plus the flat \$330, and that did not apply up and down the line. We have the inconsistency of where men promoted to the top job in an agency have had to take a reduction because the salary of the top official was fixed by statute, whereas the salary of the secondary or deputy position was fixed by the Classification Act. The classic example is that of the Director of the Budget. When the present Director of the Budget stepped out his deputy director had to take a salary cut from \$10,330 a year to \$10,000 a year when he became Director. In other words, the Deputy Director draws more than the Director does. There are a number of cases throughout the Federal service where because of this salary ceiling and this unnatural way in which we have raised salaries, underlings, in many cases six and seven of them, draw the same salary as does the chief of the bureau. If you remember the personnel management report of the Commission on the Organization of the Executive Branch of the Government it was the thought of the Commission that after a person had reached \$8,000 a year, to all intents and purposes he was at the top of the grade; he could expect no promotion and no additional salary although that rating was at least three grades below the top rating to which he could eventually aspire—empty honors. What we are trying to do in this bill is to relieve the pressure at the ceiling and to allow some expansion that will permit a more rational fixing of salaries in the scale from the bottom to the top.

Someone has spoken about exempting certain agencies of the Government from the operations of the Classification Act. Agencies were exempted from the Government because in the emergency it was hoped that recruitment would be easier and a more liquid control could be had by the head of the agency; but the emergency is over and we seek now in an orderly way to bring back into the civil service and under the Classification Act many such exempt agencies where the employees can be established in proper relation to one another.

In the great increase in employment by the Government new machinery for recruitment must be devised. Once upon a time it was the responsibility of the Civil Service Commission to give examinations to qualify people for public employment. The load is now so great it no longer works too well. So it has be-

come necessary to decentralize. The matter of recruitment was made the responsibilities of the agencies.

What we seek to do by this bill is to decentralize the recruitment to the agency under the broad supervision of the Civil Service Commission, reserving to the Civil Service Commission the right to withdraw the privilege if it is abused in the agency. It is a step in the right direction in trying to handle this vast problem. It is one that was recommended by the Hoover Commission as a step necessary in clarifying the present muddled merit system which exists in the Federal Government.

This bill is not perfect, as is the case with any legislation that is brought in here. However, it is a foundation upon which can be built as time goes on more rational legislation and developed gradually a better approach to the problem of securing for the Federal Government competent, loyal, efficient employees.

The CHAIRMAN. If there are no further requests for time, the Clerk will read the bill for amendment.

The Clerk read as follows:

Be it enacted, etc., That this act may be cited as the "Classification Revision Act of 1949."

TITLE I—DECLARATION OF POLICY

SEC. 101. It is the purpose of this act to provide a plan for classification of positions and for rates of basic compensation where-by—

(1) in determining the rate of basic compensation which an officer or employee shall receive, (A) the principle of equal pay for substantially equal work shall be followed, and (B) variations in rates of basic compensation paid to different officers and employees shall be in proportion to substantial differences in the difficulty, responsibility, and qualification requirements of the work performed and to the contributions of officers and employees to efficiency and economy in the service; and

(2) individual positions shall, in accordance with their duties, responsibilities, and qualification requirements, be so grouped and identified by classes and grades, as defined in section 301, and the various classes shall be so described in published standards, as provided for in title IV, that the resulting position-classification system can be used in all phases of personnel administration.

TITLE II—COVERAGE AND EXEMPTIONS

SEC. 201. (a) For the purposes of this act, the term "department" includes (1) the executive departments, (2) the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States, (3) the Administrative Office of the United States Courts, (4) the Library of Congress, (5) the Botanic Garden, (6) the Government Printing Office, (7) the General Accounting Office, (8) the Office of the Architect of the Capitol, and (9) the municipal government of the District of Columbia.

(b) Subject to the exemptions specified in section 202, and except as provided in section 204, this act shall apply to all civilian positions, officers, and employees in or under the departments.

SEC. 203. This act shall not apply to—

(1) the field service of the Post Office Department, for which the salary rates are fixed by Public Law 134, Seventy-ninth Congress, approved July 6, 1945, as amended and supplemented;

(2) the Foreign Service of the United States under the Department of State, for which the salary rates are fixed by the Foreign Service Act of 1946, as supplemented by

Public Law 160, Eighty-first Congress, approved July 6, 1949;

(3) physicians, dentists, nurses, and other employees in the Department of Medicine and Surgery in the Veterans' Administration, whose compensation is fixed under Public Law 293, Seventy-ninth Congress, approved January 3, 1946;

(4) teachers, school officers, and employees of the Board of Education of the District of Columbia, whose compensation is fixed under the District of Columbia Teachers' Salary Act of 1947, as supplemented by Public Law 151, Eighty-first Congress, approved June 30, 1949;

(5) officers and members of the Metropolitan Police, the Fire Department of the District of Columbia, the United States Park Police, and the White House Police;

(6) lighthouse keepers and civilian employees on lightships and vessels of the Coast Guard, whose compensation is fixed under authority of Public, No. 383, Seventy-fifth Congress, approved August 26, 1937, or Public Law 143, Eighty-first Congress, approved June 29, 1949;

(7) employees in recognized trades or crafts, or other skilled mechanical crafts, or in unskilled, semiskilled, or skilled manual-labor occupations (except such employees who are engaged in the maintenance and operation of public buildings and associated equipment or perform work in scientific or engineering laboratories as aides to scientists or engineers), and employees in the Bureau of Engraving and Printing the duties of whom are to perform or to direct manual or machine operations requiring special skill or experience, or to perform or direct the counting, examining, sorting, or other verification of the product of manual or machine operations, whose compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates;

(8) officers and members of crews of vessels, whose compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates and practices in the maritime industry;

(9) employees of Government Printing Office whose compensation is fixed under Public, No. 276, Sixty-eighth Congress, approved June 7, 1924;

(10) civilian professors, lecturers, and instructors at the Naval War College and the Naval Academy whose compensation is fixed under Public Law 604, Seventy-ninth Congress, approved August 2, 1946; senior professors, professors, associate and assistant professors, and instructors at the Naval Postgraduate School whose compensation is fixed under Public Law 303, Eightieth Congress, approved July 31, 1947; and the Academic Dean of the Postgraduate School of the Naval Academy whose compensation is fixed under Public Law 402, Seventy-ninth Congress, approved June 10, 1946;

(11) aliens or persons not citizens of the United States who occupy positions outside the several States and the District of Columbia;

(12) the Tennessee Valley Authority;

(13) the Inland Waterways Corporation;

(14) the Alaska Railroad;

(15) the Virgin Islands Corporation;

(16) the Central Intelligence Agency;

(17) employees who serve without compensation or at nominal rates of compensation;

(18) employees none or only part of whose compensation is paid from appropriated funds of the United States: *Provided*, That with respect to the Veterans' Canteen Service in the Veterans' Administration, the provisions of this paragraph shall be applicable only to those positions which are exempt from the Classification Act of 1923, as amended, pursuant to Public Law 636, Seventy-ninth Congress, approved August 7, 1946, as amended;

(19) employees whose compensation is fixed under a cooperative agreement between the United States and (A) a State, Territory, or possession of the United States, or political subdivision thereof, or (B) a person or organization outside the service of the Federal Government;

(20) student nurses, medical or dental interns, residents-in-training, student dietitians, student physical therapists, student occupational therapists, and other student employees, assigned or attached to a hospital, clinic, or laboratory primarily for training purposes, whose compensation is fixed under Public Law 330, Eightieth Congress, approved August 4, 1947, or section 14 (b) of Public Law 293, Seventy-ninth Congress, approved January 3, 1946, as amended by Public Law 722, Eightieth Congress, approved June 19, 1948;

(21) inmates, patients, or beneficiaries receiving care or treatment or living in Government agencies or institutions;

(22) experts or consultants, when employed temporarily or intermittently in accordance with section 15 of Public Law 600, Seventy-ninth Congress, approved August 2, 1946;

(23) emergency or seasonal employees whose employment is of uncertain or purely temporary duration, or who are employed for brief periods at intervals;

(24) persons employed on a fee, contract, or piecework basis;

(25) persons who may lawfully perform their duties concurrently with their private profession, business, or other employment, and whose duties require only a portion of their time, where it is impracticable to ascertain or anticipate the proportion of time devoted to the service of the Federal Government;

(26) positions for which rates of basic compensation are individually fixed, or expressly authorized to be fixed, by any other law, at or in excess of the maximum scheduled rate of the highest grade established by this act.

SEC. 203. The Civil Service Commission, hereinafter referred to as the "Commission," is authorized and directed to determine finally the applicability of sections 201 and 202 to specific positions, officers, and employees.

SEC. 204. (a) The classes of employees whose compensation is authorized by section 3 of the Legislative Pay Act of 1929, as amended (46 Stat. 38; 55 Stat. 615), to be fixed by the Architect of the Capitol without regard to the Classification Act of 1923, as amended, are authorized to be compensated without regard to this act.

(b) This act shall not apply to any officer or employee of the Office of the Architect of the Capitol whose compensation is fixed by any other law.

(c) Sections 202 and 203 shall not apply to the Office of the Architect of the Capitol.

TITLE III—BASIS FOR CLASSIFYING POSITIONS

SEC. 301. For the purposes of this act, the term—

(1) "position" means the work, consisting of the duties and responsibilities, assignable to an officer or employee;

(2) "class" or "class of positions" includes all positions which are sufficiently similar, as to (A) kind or subject-matter of work, (B) level of difficulty and responsibility, and (C) the qualification requirements of the work, to warrant similar treatment in personnel and pay administration; and

(3) "grade" includes all classes of positions which (although different with respect to kind or subject-matter of work) are sufficiently equivalent as to (A) level of difficulty and responsibility, and (B) level of qualification requirements of the work, to warrant the inclusion of such classes of positions within one range of rates of basic compensation, as specified in title VI.

SEC. 302. (a) Each position shall be placed in its appropriate class. The basis for deter-

mining the class in which each position shall be placed shall be the duties and responsibilities of such position and the qualifications required by such duties and responsibilities.

(b) Each class shall be placed in its appropriate grade. The basis for determining the grade in which each class shall be placed shall be the level of difficulty, responsibility, and qualification requirements of the work of such class.

SEC. 303. No appropriated funds shall be used to pay the compensation of any officer or employee who places a supervisory position in a class and grade solely on the basis of the size of the group, section, bureau, or other organization unit or the number of subordinates supervised. Such factors may be given effect only to the extent warranted by the work load of the organization unit and then only in combination with other factors, such as the kind, difficulty, and complexity of work supervised, the degree and scope of responsibility delegated to the supervisor, and the kind, degree, and character of the supervision actually exercised.

TITLE IV—PREPARATION AND PUBLICATION OF STANDARDS

SEC. 401. (a) The Commission, after consultation with the departments, shall prepare standards for placing positions in their proper classes and grades. The Commission is authorized to make such inquiries or investigations of the duties, responsibilities, and qualification requirements of positions as it deems necessary for this purpose. In such standards the Commission shall (1) define the various classes of positions that exist in the service in terms of duties, responsibilities, and qualification requirements; (2) establish the official class titles; and (3) set forth the grades in which such classes have been placed by the Commission. At the request of the Commission, the departments shall furnish information for and cooperate in the preparation of such standards. Such standards shall be published in such form as the Commission may determine.

(b) The Commission shall keep such standards up to date. From time to time, after consultation with the departments to the extent deemed necessary by the Commission, it may revise, supplement, or abolish existing standards, or prepare new standards, so that, as nearly as may be practicable, positions existing at any given time within the service will be covered by current published standards.

(c) The official class titles so established shall be used for personnel, budget, and fiscal purposes, but this requirement shall not prevent the use of organizational or other titles for internal administration, public convenience, law enforcement, or similar purposes.

TITLE V—AUTHORITY AND PROCEDURE

SEC. 501. (a) Notwithstanding section 502, the Commission shall have authority, which may be exercised at any time in its discretion, to—

(1) ascertain currently the facts as to the duties, responsibilities, and qualification requirements of any position;

(2) place in an appropriate class and grade any newly created position or any position coming initially under this act;

(3) decide whether any position is in its appropriate class and grade; and

(4) change any position from one class or grade to another class or grade whenever the facts warrant.

The Commission shall certify to the department concerned action taken by the Commission under paragraphs (2) or (4). The department shall take action in accordance with such certificate, and such certificate shall be binding on all administrative, certifying, pay-roll, disbursing, and accounting officers of the Government.

(b) Any employee or employees (including any officer or officers) affected or any

department may request at any time that the Commission exercise the authority granted to it under subsection (a) and the Commission shall act upon such request.

SEC. 502. (a) Except as otherwise provided in this title, each department shall place each position under its jurisdiction and to which this act applies in its appropriate class and grade in conformance with standards published by the Commission or, if no published standards directly apply, consistently with published standards. A department may, whenever the facts warrant, change any position which it has placed in a class or grade under this subsection from such class or grade to another class or grade. Such actions of the departments shall be the basis for the payment of compensation and for personnel transactions until changed by certificate of the Commission.

(b) The Commission shall, from time to time, review such number of positions in each department as will enable the Commission to determine whether such department is placing positions in classes and grades in conformance with or consistently with published standards.

SEC. 503. Whenever the Commission finds under section 502 (b) that a position to which this act applies is not placed in its proper class and grade in conformance with published standards or that positions for which no standards have been published are not placed in classes and grades consistently with published standards, it shall, after consultation with appropriate officers or employees of the department concerned, place each such position in its appropriate class and grade and shall certify such action to the department. The department shall take action in accordance with such certificate, and such certificate shall be binding on all administrative, certifying, pay roll, disbursing, and accounting officers of the Government.

SEC. 504. (a) Whenever the Commission finds that any department is not placing positions in classes and grades in conformance with or consistently with published standards, it may revoke or suspend in whole or in part the authority granted to the department under section 502 and require that prior approval of the Commission be secured before an action placing a position in a class and grade becomes effective for pay roll and other personnel purposes. Such revocations or suspensions may be limited, in the discretion of the Commission, to (1) the departmental or field service, or any part thereof; (2) any geographic area; (3) any organization unit or group of organization units; (4) certain types of classification actions; (5) classes in particular occupational groups or grades; or (6) classes for which standards have not been published.

(b) After all or part of the authority of the department has been revoked or suspended, the Commission may at any time restore such authority to the extent that it is satisfied that subsequent actions placing positions in classes and grades will be taken in conformance with or consistently with published standards.

SEC. 505. (a) No position shall be placed in grade 16 or 17 of the General Schedule except by action of, or after prior approval by, the Commission.

(b) No position shall be placed in or removed from grade 18 of the General Schedule except by the President upon recommendation of the Commission.

SEC. 506. The Commission may (1) prescribe the form in which each department shall record the duties and responsibilities of positions to which this act applies and the places where such records shall be maintained, (2) examine these or any other pertinent records of the department, and (3) interview any officers or employees of the department who have knowledge of the duties and responsibilities of such positions

and information as to the reasons for placing a position in any class and grade.

TITLE VI—BASIC COMPENSATION SCHEDULES

SEC. 601. There are hereby established the following basic compensation schedules for positions to which this act applies:

(1) A "General Schedule," the symbol for which shall be "GS," in lieu of the professional and scientific service, the clerical, administrative, and fiscal service, and the subprofessional service specified in section 13 of the Classification Act of 1923, as amended; and

(2) A "Crafts, Protective, and Custodial Schedule," the symbol for which shall be "CPC," in lieu of the crafts, protective, and custodial service specified in such section.

SEC. 602. (a) The General Schedule shall be divided into grades of difficulty and responsibility of work, as follows:

GENERAL SCHEDULE

Grade GS-1 includes all classes of positions the duties of which are to perform, under immediate supervision, with little or no latitude for the exercise of independent judgment, (1) the simplest routine work in office, business, or fiscal operations, or (2) elementary work of a subordinate technical character in a professional, scientific, or technical field.

Grade GS-2 includes all classes of positions the duties of which are (1) to perform, under immediate supervision, with limited latitude for the exercise of independent judgment, routine work in office, business, or fiscal operations, or comparable subordinate technical work of limited scope in a professional, scientific, or technical field, requiring some training or experience; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-3 includes all classes of positions the duties of which are (1) to perform, under immediate or general supervision, somewhat difficult and responsible work in office, business, or fiscal operations, or comparable subordinate technical work of limited scope in a professional, scientific, or technical field, requiring in either case (A) some training or experience, (B) working knowledge of a special subject matter, or (C) to some extent the exercise of independent judgment in accordance with well-established policies, procedures, and techniques; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-4 includes all classes of positions the duties of which are (1) to perform, under immediate or general supervision, moderately difficult and responsible work in office, business, or fiscal operations, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) a moderate amount of training and minor supervisory or other experience, (B) good working knowledge of a special subject matter or a limited field of office, laboratory, engineering, scientific, or other procedure and practice, and (C) the exercise of independent judgment in accordance with well-established policies, procedures, and techniques; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-5 includes all classes of positions the duties of which are (1) to perform, under general supervision, difficult and responsible work in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable training and supervisory or other experience, (B) broad working knowledge of a special subject matter or of office, laboratory, engineering, scientific, or other procedure and practice, and (C) the exercise of independent judgment in a limited field; (2) to perform, under immediate supervision, and

with little opportunity for the exercise of independent judgment, simple and elementary work requiring professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing but requiring little or no experience; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-6 includes all classes of positions the duties of which are (1) to perform, under general supervision, difficult and responsible work in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable training and supervisory or other experience, (B) broad working knowledge of a special and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science involved, and (C) to a considerable extent the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-7 includes all classes of positions the duties of which are (1) to perform, under general supervision, work of considerable difficulty and responsibility along special technical or supervisory lines in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable specialized or supervisory training and experience, (B) comprehensive working knowledge of a special and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science involved, and (C) to a considerable extent the exercise of independent judgment; (2) under immediate or general supervision, to perform somewhat difficult work requiring (A) professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing, (B) previous experience, and (C) to a limited extent, the exercise of independent technical judgment; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-8 includes all classes of positions the duties of which are (1) to perform, under general supervision, very difficult and responsible work along special technical or supervisory lines in office, business, or fiscal administration, requiring (A) considerable specialized or supervisory training and experience, (B) comprehensive and thorough working knowledge of a specialized and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science involved, and (C) to a considerable extent the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-9 includes all classes of positions the duties of which are (1) to perform, under general supervision, very difficult and responsible work along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) somewhat extended specialized training and considerable specialized, supervisory, or administrative experience which has demonstrated capacity for sound independent work, (B) thorough and fundamental knowledge of a special and complex subject matter, or of the profession, art, or science involved, and (C) considerable latitude for the exercise of independent judgment; (2) with considerable latitude for the exercise of independent judgment, to perform moderately difficult and responsible work, requiring (A) professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized

standing, and (B) considerable additional professional, scientific, or technical training or experience which has demonstrated capacity for sound independent work; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-10 includes all classes of positions the duties of which are (1) to perform, under general supervision, highly difficult and responsible work along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) somewhat extended specialized, supervisory, or administrative training and experience which has demonstrated capacity for sound independent work, (B) thorough and fundamental knowledge of a specialized and complex subject matter, or of the profession, art, or science involved, and (C) considerable latitude for the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-11 includes all classes of positions the duties of which are (1) to perform, under general administrative supervision and with wide latitude for the exercise of independent judgment, work of marked difficulty and responsibility along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) extended specialized, supervisory, or administrative training and experience which has demonstrated important attainments and marked capacity for sound independent action or decision, and (B) intimate grasp of a specialized and complex subject matter, or of the profession, art, or science involved, or of administrative work of marked difficulty; (2) with wide latitude for the exercise of independent judgment, to perform responsible work of considerable difficulty requiring somewhat extended professional, scientific, or technical training and experience which has demonstrated important attainments and marked capacity for independent work; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-12 includes all classes of positions the duties of which are (1) to perform, under general administrative supervision, with wide latitude for the exercise of independent judgment, work of a very high order of difficulty and responsibility along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) extended specialized, supervisory, or administrative training and experience which has demonstrated leadership and attainments of a high order in specialized or administrative work, and (B) intimate grasp of a specialized and complex subject matter or of the profession, art, or science involved; (2) under general administrative supervision, and with wide latitude for the exercise of independent judgment, to perform professional, scientific, or technical work of marked difficulty and responsibility requiring extended professional, scientific, or technical training and experience which has demonstrated leadership and attainments of a high order in professional, scientific, or technical research, practice, or administration; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-13 includes all classes of positions the duties of which are (1) to perform, under administrative direction, with wide latitude for the exercise of independent judgment, work of unusual difficulty and responsibility along special technical, supervisory, or administrative lines, requiring extended

training and experience which has demonstrated leadership and marked attainments; (2) to serve as assistant head of a major organization involving work of comparable level within a bureau; (3) to perform under administrative direction, with wide latitude for the exercise of independent judgment, work of unusual difficulty and responsibility requiring extended professional, scientific, or technical training and experience which has demonstrated leadership and marked attainments in professional, scientific, or technical research, practice, or administration; or (4) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-14 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with wide latitude for the exercise of independent judgment, work of exceptional difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and unusual attainments; (2) to serve as head of a major organization within a bureau involving work of a comparable level; (3) to plan and direct or to plan and execute major professional, scientific, technical, administrative, fiscal, or other specialized programs, requiring extended training and experience which has demonstrated leadership and unusual attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-15 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with very wide latitude for the exercise of independent judgment, work of outstanding difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and exceptional attainments; (2) to serve as head of a major organization within a bureau involving work of comparable level; (3) to plan and direct or to plan and execute specialized programs of marked difficulty, responsibility, and national significance, along professional, scientific, technical, administrative, fiscal, or other lines, requiring extended training and experience which has demonstrated leadership and unusual attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-16 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with unusual latitude for the exercise of independent judgment, work of outstanding difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and exceptional attainments; (2) to serve as the head of a major organization involving work of comparable level; (3) to plan and direct or to plan and execute professional, scientific, technical, administrative, fiscal, or other specialized programs of unusual difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated leadership and exceptional attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or

other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-17 includes all classes of positions the duties of which are (1) to serve as the head of a bureau where the position, considering the kind and extent of the authorities and responsibilities vested in it, and the scope, complexity, and degree of difficulty of the activities carried on, is of a high order among the whole group of positions of heads of bureaus; (2) to plan and direct or to plan and execute professional, scientific, technical, administrative, fiscal, or other specialized programs of exceptional difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated exceptional leadership and attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (3) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-18 includes all classes of positions the duties of which are (1) to serve as the head of a bureau where the position, considering the kind and extent of the authorities and responsibilities vested in it, and the scope, complexity, and degree of difficulty of the activities carried on, is exceptional and outstanding among the whole group of positions of heads of bureaus; (2) to plan and direct or to plan and execute frontier or unprecedented professional, scientific, technical, administrative, fiscal, or other specialized programs of outstanding difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated outstanding leadership and attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (3) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

(b) The Crafts, Protective, and Custodial Schedule shall be divided into grades of difficulty and responsibility of work, as follows: CRAFTS, PROTECTIVE, AND CUSTODIAL SCHEDULE

Grade CPC-1 includes all classes of positions the duties of which are to run errands, to check parcels, or to perform other light manual tasks with little or no responsibility.

Grade CPC-2 includes all classes of positions the duties of which are to handle desks, mail sacks, and other heavy objects, and to perform similar work ordinarily required of unskilled laborers; to pass coal; to clean office rooms; to perform regular messenger work with little responsibility; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-3 includes all classes of positions the duties of which are to perform, under immediate supervision, custodial or office labor work with some degree of responsibility; to operate paper-cutting, canceling, envelope-opening, or envelope-sealing machines; to fire and keep up steam in low-pressure boilers used for heating purposes, and to clean boilers and oil machinery and related apparatus; to operate passenger automobiles or light-duty trucks; to pack goods for shipment; to work as leader of a group of charwomen; to perform messenger work and do light manual or office-labor tasks

with some responsibility; to carry important documents from one office to another, or attend the door and private office of a public officer; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-4 includes all classes of positions the duties of which are to perform, under general supervision, custodial work of a responsible character; to guard office or storage buildings; to supervise and direct a force of unskilled laborers; to fire and to keep up steam in high-pressure boilers and to operate other equipment used in connection with such boilers; to perform general, semimechanical, new, or repair work requiring some skill with hand tools; to work as craft or trade helper; to operate heavy-duty trucks, semitrailers, or tractor trailers; to operate a passenger automobile for a department head or officer of comparable rank; to attend the door of a private office of a department head or officer of comparable rank; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-5 includes all classes of positions the duties of which are to guard property of great value while in transit; to supervise the operation and maintenance of a low-capacity heating plant and its auxiliary equipment; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-6 includes all classes of positions the duties of which are to have immediate direction of a detachment of building guards; to perform the work of a skilled mechanic; to repair office appliances; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-7 includes all classes of positions the duties of which are to assist in the general supervision of a force of building guards; to work as leader of a group of skilled mechanics; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-8 includes all classes of positions the duties of which are to have general supervision over a force of building guards; to supervise the operation of a mechanical shop; to direct skilled mechanics and other employees engaged in the operation and maintenance of equipment providing heating, ventilating, air conditioning, power, and sanitation in one or more public buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-9 includes all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, guards, elevator operators, laborers, janitors, and other employees engaged in the custody, maintenance, and protection of a public building; or to assist in the direction of such employees when engaged in similar duties in a group of buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-10 includes all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, guards, elevator operators, laborers, janitors, and other employees engaged in the custody, maintenance, and protection of a group of public buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

SEC. 603. (a) Except as provided in subsection (c) (2), the rates of basic compensation with respect to officers, employees, and positions to which this act applies shall be in accordance with the schedules of per annum rates contained in subsections (b) and (c) (1).

(b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates						
GS-1--	\$2,186	\$2,266	\$2,346	\$2,426	\$2,506	\$2,586	\$2,666
GS-2--	\$2,384	\$2,464	\$2,544	\$2,624	\$2,704	\$2,784	\$2,864
GS-3--	\$2,600	\$2,680	\$2,760	\$2,840	\$2,920	\$3,000	\$3,080
GS-4--	\$2,824	\$2,904	\$2,984	\$3,064	\$3,144	\$3,224	\$3,304
GS-5--	\$3,075	\$3,200	\$3,325	\$3,450	\$3,575	\$3,700	\$3,825
GS-6--	\$3,451	\$3,576	\$3,701	\$3,826	\$3,951	\$4,076	\$4,201
GS-7--	\$3,827	\$3,952	\$4,077	\$4,202	\$4,327	\$4,452	\$4,577
GS-8--	\$4,203	\$4,328	\$4,453	\$4,578	\$4,703	\$4,828	\$4,953
GS-9--	\$4,600	\$4,725	\$4,850	\$4,975	\$5,100	\$5,225	\$5,350
GS-10--	\$5,000	\$5,125	\$5,250	\$5,375	\$5,500	\$5,625	\$5,750
GS-11--	\$5,400	\$5,600	\$5,800	\$6,000	\$6,200	\$6,400	
GS-12--	\$6,400	\$6,600	\$6,800	\$7,000	\$7,200	\$7,400	
GS-13--	\$7,600	\$7,800	\$8,000	\$8,200	\$8,400	\$8,600	
GS-14--	\$8,800	\$9,000	\$9,200	\$9,400	\$9,600	\$9,800	
GS-15--	\$10,000	\$10,250	\$10,500	\$10,750	\$11,000		
GS-16--	\$11,500	\$11,750	\$12,000	\$12,250	\$12,500		
GS-17--	\$13,000	\$13,250	\$13,500	\$13,750	\$14,000		
GS-18--	\$15,000						

(c) (1) The compensation schedule for the Crafts, Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates						
CPC-1--	\$1,510	\$1,570	\$1,630	\$1,690	\$1,750	\$1,810	\$1,870
CPC-2--	\$2,120	\$2,190	\$2,260	\$2,330	\$2,400	\$2,470	\$2,540
CPC-3--	\$2,252	\$2,332	\$2,412	\$2,492	\$2,572	\$2,652	\$2,732
CPC-4--	\$2,450	\$2,530	\$2,610	\$2,690	\$2,770	\$2,850	\$2,930
CPC-5--	\$2,674	\$2,754	\$2,834	\$2,914	\$2,994	\$3,074	\$3,154
CPC-6--	\$2,900	\$2,980	\$3,060	\$3,140	\$3,220	\$3,300	\$3,380
CPC-7--	\$3,125	\$3,225	\$3,325	\$3,425	\$3,525	\$3,625	\$3,725
CPC-8--	\$3,400	\$3,525	\$3,650	\$3,775	\$3,900	\$4,025	\$4,150
CPC-9--	\$3,775	\$3,900	\$4,025	\$4,150	\$4,275	\$4,400	\$4,525
CPC-10--	\$4,150	\$4,275	\$4,400	\$4,525	\$4,650	\$4,775	\$4,900

(2) Charwomen working part time shall be paid at the rate of \$2,400 per annum, and head charwomen working part time at the rate of \$2,540 per annum.

(d) Whenever payment is made on the basis of a daily, hourly, weekly, or monthly rate, such rate shall be computed from the appropriate annual rate specified in subsection (b) or (c) by the method prescribed in section 604 (d) of the Federal Employees Pay Act of 1945.

SEC. 604. (a) For the purpose of making initial adjustments to the classification grades provided in this act, positions which are required to be compensated in accordance with this act and which were immediately prior to the effective date of this title in the professional and scientific service, the subprofessional service, the clerical, administrative, and fiscal service, or the crafts, protective, and custodial service of the Classification Act of 1923, as amended, are hereby allocated to corresponding grades of the General Schedule or the Crafts, Protective, and Custodial Schedule as set forth below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General schedule	Crafts, protective, and custodial schedule
-----	1	-----	-----	GS-1	-----
-----	2	-----	-----	GS-1	-----
-----	3	1	-----	GS-2	-----
-----	4	3	-----	GS-3	-----
-----	5	4	-----	GS-4	-----
1	6	5	-----	GS-5	-----
-----	7	6	-----	GS-6	-----
2	8	7	-----	GS-7	-----
-----	-----	8	-----	GS-8	-----
3	-----	9	-----	GS-9	-----
-----	-----	10	-----	GS-10	-----
4	-----	11	-----	GS-11	-----
5	-----	12	-----	GS-12	-----
6	-----	13	-----	GS-13	-----
7	-----	14	-----	GS-14	-----
8	-----	15	-----	GS-15	-----
-----	-----	-----	1	-----	CPC-1
-----	-----	-----	2	-----	CPC-2

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General schedule	Crafts, protective, and custodial schedule
-----	-----	-----	3	-----	CPC-3
-----	-----	-----	4	-----	CPC-4
-----	-----	-----	5	-----	CPC-5
-----	-----	-----	6	-----	CPC-6
-----	-----	-----	7	-----	CPC-7
-----	-----	-----	8	-----	CPC-8
-----	-----	-----	9	-----	CPC-9
-----	-----	-----	10	-----	CPC-10

(b) The rates of basic compensation of officers and employees to whom this act applies shall be initially adjusted as follows:

(1) In all cases where the number of pay rates within a grade specified in this act is the same as in the corresponding grade of the Classification Act of 1923, as amended, employees shall have the same relative pay rate of the new grade, except as provided in paragraphs (2) and (10) of this subsection.

(2) Employees in grade 2 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and seventh rate shall have the second, third, fourth, fifth, sixth, and seventh rate, respectively, of grade 1 of the General Schedule.

(3) Employees in grade 1 of the crafts, protective, and custodial service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, third, fourth, sixth, and seventh rate, respectively, of grade 1 of the Crafts, Protective, and Custodial Schedule.

(4) Employees in grades 2 and 3 of the crafts, protective, and custodial service immediately prior to the effective date of this title, shall have the same relative pay rate of the first six rates of grades 2 and 3, respectively, of the Crafts, Protective, and Custodial Schedule.

(5) Employees in grade 4 of the professional and scientific service and grade 11 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and sixth rate, respectively, of grade 11 of the General Schedule.

(6) Employees in grade 5 of the professional and scientific service and grade 12 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 12 of the General Schedule.

(7) Employees in grade 6 of the professional and scientific service and grade 13 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 13 of the General Schedule.

(8) Employees in grade 7 of the professional and scientific service and grade 14 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and sixth rate, respectively, of grade 14 of the General Schedule.

(9) Employees in grade 8 of the professional and scientific service and grade 15 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first and second rate of the grade

shall have the third rate of grade 15 of the General Schedule.

(10) Employees receiving a rate of basic compensation, authorized by law, immediately prior to the effective date of this title, in excess of the appropriate new rate of the grade as determined under paragraphs (1) to (9), inclusive, may continue to receive such rate so long as they remain in the same position and grade, but when any such position becomes vacant, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this act.

Sec. 605. Any increase in rate of basic compensation by reason of the enactment of this title shall not be regarded as an "equivalent increase" in compensation within the meaning of section 701.

TITLE VII—STEP INCREASES

Sec. 701. (a) Each officer or employee compensated on a per annum basis, and occupying a permanent position within the scope of the compensation schedules fixed by this act, who has not attained the maximum scheduled rate of compensation for the grade in which his position is placed, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of (1) each 52 calendar weeks of service if his position is in a grade in which the step-increases are less than \$200, or (2) each 78 calendar weeks of service if his position is in a grade in which the step-increases are \$200 or more, subject to the following conditions:

(A) That no equivalent increase in compensation from any cause was received during such period, except increase made pursuant to section 702;

(B) That his current efficiency rating is "good" or better than "good";

(C) That the service and conduct of such officer or employee are certified as being otherwise satisfactory by the department; and

(D) That the benefit of successive step-increases shall be preserved, under regulations issued by the Commission, for officers and employees whose continuous service is interrupted in the public interest by service with the armed forces or by service in essential non-Government civilian employment during a period of war or national emergency.

(b) The term "good" as used in this title shall have the same meaning as when used in the systems of efficiency rating established pursuant to title IX of this act.

Sec. 702. (a) Within the limit of available appropriations and in accordance with standards promulgated by the Commission, each department is authorized, subject to prior approval by the Commission (except as provided in subsection (b)), to make additional step-increases as a reward for superior accomplishment, but no officer or employee shall be eligible for more than one such additional step-increase within each of the time periods specified in section 701 (a).

(b) The Commission is authorized to delegate to any department the authority to make the additional step-increases provided for in this section, without prior approval in individual cases by the Commission. The Commission may withdraw or suspend such authority whenever review of such actions by the Commission indicates that standards promulgated by the Commission have not been observed, and may restore such authority whenever it is satisfied that subsequent actions will be taken in conformance with such standards.

(c) Each department shall report to the Commission all actions taken under this section, together with the reasons therefor. The Commission shall submit an annual report to Congress covering the numbers and types of actions taken under this section.

Sec. 703. (a) Subject to subsection (b), and as a reward for long and faithful service, each department shall grant an additional step-increase (to be known as a longevity step-increase) beyond the maximum scheduled rate of the grade in which his position is placed, to each officer or employee for each 3 years of continuous service completed by him at such maximum rate or at a rate in excess thereof authorized by this section without change of grade or rate of basic compensation except such change as may be prescribed by any provision of law of general application.

(b) (1) No officer or employee shall be entitled to a longevity step-increase while holding a position in any grade above grade 10 of the General Schedule.

(2) No officer or employee shall receive a longevity step-increase unless his current efficiency rating is "good" or better than "good", and his service and conduct are certified as being otherwise satisfactory by the department.

(3) No officer or employee shall receive more than one longevity step-increase for any 3 years of continuous service.

(4) Each longevity step-increase shall be equal to the largest step between any two consecutive rates of the grade in which the position of the officer or employee is placed.

(5) Not more than three successive longevity step-increases may be granted to any officer or employee.

(6) The officer or employee shall have had, in the aggregate, not less than 10 years of service in the position which he then occupies, or in positions of equivalent or higher class or grade.

(c) When an officer or employee, receiving basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 604 (b) (10), section 1005 (b), or any other provision of law, is eligible for his first longevity step-increase beyond the maximum rate of such grade he shall—

(1) receive total basic compensation which is equal to the basic compensation at the maximum scheduled rate for his grade plus such first longevity step-increase, or

(2) continue to receive compensation at such rate in excess of the maximum scheduled rate for his grade, if the compensation at such rate is higher than the total basic compensation specified in paragraph (1).

In case any such officer or employee receiving compensation under paragraph (2) is eligible for a subsequent successive longevity step-increase, he shall—

(A) receive the same total basic compensation which he would be entitled to receive after such subsequent longevity step-increase, if his total basic compensation had, at the time he was eligible for his first longevity step-increase, been determined under paragraph (1), or

(B) continue to receive compensation under paragraph (2) if such compensation is higher than the total basic compensation specified in paragraph (A).

Sec. 704. In computing length of service for the purposes of this title, service immediately preceding the effective date of this title shall be counted toward (1) one step-increase under section 701 and one additional step-increase under section 702, or (2) longevity step-increases under section 703, as the case may be.

Sec. 705. This title shall not apply to the compensation of persons appointed by the President, by and with the advice and consent of the Senate.

TITLE VIII—GENERAL COMPENSATION RULES

Sec. 801. All new appointments shall be made at the minimum rate of the appropriate class or grade.

Sec. 802. (a) The rate of basic compensation to be received by any officer or employee to whom this act applies shall be governed

by regulations issued by the Commission in conformity with this act when—

(1) he is transferred from a position to which this act does not apply;

(2) he is transferred from any position to which this act applies to another such position;

(3) he is demoted to a position in a lower class or grade;

(4) he is reinstated, reappointed, or re-employed;

(5) his type of appointment is changed;

(6) his employment status is otherwise changed; or

(7) his position is changed from one class or grade to another class or grade.

(b) Any officer or employee who is promoted or transferred to a position in a higher class or grade shall receive basic compensation at the lowest rate of the higher class or grade which is at least one step-increase above his existing rate of basic compensation. If, in the case of any officer or employee so promoted or transferred who is receiving (1) one or more longevity step-increases under section 703, or

(2) basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 604 (b) (10), section 1005 (b), or any other provision of law, there is no rate in such higher class or grade which is at least one step-increase above his existing rate of basic compensation, he shall receive (A) the maximum scheduled rate of such higher grade, or (B) his existing rate of basic compensation, if such existing rate is the higher.

TITLE IX—EFFICIENCY RATINGS

Sec. 901. (a) The Commission shall establish and may revise uniform systems of efficiency ratings for the appraisal of the service of officers and employees in positions in the classes and grades provided by this act. Such systems shall set forth degrees of efficiency which shall constitute ground for (1) the recognition of outstanding performance, (2) the granting of increases in the rate of compensation, (3) continuance at the existing rate of compensation, (4) decrease in the rate of compensation of officers and employees who at the time are above the middle rate for the grade in which their positions are placed, and (5) removal from the position or dismissal from the service.

(b) Each department shall rate in accordance with such systems the efficiency of each officer or employee under its jurisdiction. Ratings shall be open to inspection by representatives of the Commission and by officers and employees of the department in accordance with regulations issued by the Commission. Each officer or employee shall have the right to inspect the detailed report of his own rating.

(c) Reductions in compensation, removals from positions, or dismissals from the service shall be made by the departments whenever the efficiency ratings warrant.

Sec. 902. (a) There shall be established in each department one or more boards of review each of which shall be composed of three members. One member, who shall serve as chairman, shall be designated by the Commission; one member shall be designated by the department concerned; and one member shall be designated by the officers and employees of the department concerned in such manner as may be determined by the Commission.

(b) Alternate members shall be designated in the same manner as their respective principal members. The boards of review shall meet at the call of their respective chairmen for the purpose of considering and passing upon the merits of such efficiency ratings assigned to officers and employees as may be submitted to such boards of review as hereinafter provided.

(c) Any officer or employee shall, upon written request to the chairman of the ap-

propriate board of review of his department, be entitled as a matter of right to a hearing and a review by such board of review of his efficiency rating. At the hearing the officer or employee, and such representative as he may designate, and such representatives of the department as may be designated by the department, shall be afforded an opportunity (1) to submit orally or in writing any information deemed by the board of review to be pertinent to the case, and (2) to hear or examine, and reply to, any such information submitted to such board by other parties. After any such hearing the board may make such adjustment in any such efficiency rating as it may find to be proper.

TITLE X—GENERAL PROVISIONS

SEC. 1001. The Commission is hereby authorized to issue such regulations as may be necessary for the administration of this act.

SEC. 1002. The Commission shall prepare and submit to the President an annual report with respect to the rates of compensation under, and the administration of, this act. The President shall submit an annual report to Congress which shall contain, among other matters, such recommendations, based upon the report of the Commission, as he may deem advisable.

SEC. 1003. In the administration of this act, there shall be no discrimination with respect to any person, or with respect to the position held by any person, on account of sex, marital status, race, creed, or color.

SEC. 1004. Nothing in this act shall be construed to affect the application of officers and employees to whom this act applies of the veteran-preference provisions in the Civil Service Act, as amended, and the Veterans' Preference Act of 1944, as amended.

SEC. 1005. (a) Except as provided in subsection (b)—

(1) titles VI, VII, VIII, and XI shall take effect on the first day of the first pay period which begins after the date of enactment of this act;

(2) all other provisions of this act shall take effect upon enactment.

(b) With respect to any position which, immediately prior to the date of enactment of this act, is not subject to the Classification Act of 1923, as amended (including positions in grade 9 of the professional and scientific service or in grade 16 of the clerical, administrative, and fiscal service referred to in section 13 of such act), but to which this act applies, this act shall take effect on a date specified by the Commission, but not later than the first day of the first pay period which begins after 6 months following the date of enactment of this act. An officer or employee occupying any such position on such effective date, and receiving basic compensation at a rate in excess of the appropriate rate of the grade in which such position is placed, shall continue to receive basic compensation without change in rate until (1) he leaves such position, or (2) he is entitled to receive basic compensation at a higher rate by reason of the operation of title V or VII. When such position is vacated by such officer or employee, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this act.

SEC. 1006. Whenever reference is made in any other law to the Classification Act of 1923, as amended, such reference shall be held and considered to mean this act. Whenever reference is made in any other law to a grade of the Classification Act of 1923, as amended, such reference shall be held and considered to mean the corresponding grade shown in section 604 of this act.

SEC. 1007. There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this act.

TITLE XI—MISCELLANEOUS PROVISIONS

SEC. 1101. (a) Section 603 (b) of the Federal Employees Pay Act of 1945, as amended, is hereby amended by striking out "\$10,330" and inserting in lieu thereof "\$10,500."

(b) Section 7 (b) of the Federal Employees Pay Act of 1946, as amended, is hereby amended by striking out "\$10,330" and inserting in lieu thereof "\$10,500."

(c) Section 303 (c) of the Postal Rate Revision and Federal Employees Salary Act of 1948 is hereby amended by striking out "\$10,330" and inserting in lieu thereof "\$10,500."

SEC. 1102. The following laws and parts of laws are hereby repealed:

(1) The Classification Act of 1923, as amended;

(2) Public Resolution No. 36, Sixty-eighth Congress, approved June 7, 1924 (43 Stat. 669);

(3) Public, No. 555, Seventieth Congress, approved May 28, 1928 (45 Stat. 776), as amended;

(4) Public, No. 523, Seventy-first Congress, approved July 3, 1930 (46 Stat. 1003), as amended;

(5) Sections 505, 506, 507, 508, and 509 of the Economy Act, approved June 30, 1932 (47 Stat. 416);

(6) Sections 3, 4, 5, 6, and 7 of Public, No. 880, Seventy-sixth Congress, approved November 26, 1940 (54 Stat. 1212), as amended;

(7) Public Law 200 (except section 6 thereof), Seventy-seventh Congress, approved August 1, 1941 (55 Stat. 613);

(8) Public Law 694, Seventy-seventh Congress, approved August 1, 1942 (56 Stat. 733);

(9) Title IV of the Federal Employees Pay Act of 1945, approved June 30, 1945 (59 Stat. 298); and

(10) Sections 2 and 12 of the Federal Employees Pay Act of 1946, approved May 24, 1946 (60 Stat. 216, 219).

SEC. 1103. All laws or parts of laws inconsistent with this act are hereby repealed to the extent of such inconsistency.

With the following committee amendments:

(a) Page 3, line 17, insert after the semicolon the following: "and positions in or under the Department of State which are (A) connected with the representation of the United States to international organizations, and (B) specifically exempted by law from the Classification Act of 1923, as amended, or any other classification or compensation law."

(b) Page 33, line 9, strike out "(2) and (10)" and insert in lieu thereof "(2), (10), and (11)."

(c) Page 34, line 2, strike out "sixth", where it appears the second time, and insert in lieu thereof "seventh."

(d) Page 36, line 3, insert "and paragraph (11)," before "may."

(e) Page 36, after line 7, insert the following:

"(11) Employees in grade 1 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and seventh rate shall have the first, second, third, fourth, fifth, and sixth rate, respectively of grade 1 of the General Schedule."

The committee amendments were agreed to.

Mr. MURRAY of Tennessee (interrupting reading of the bill). Mr. Chairman, I ask unanimous consent that the bill be considered read, and open for amendment at any point.

The CHAIRMAN. Is there objection to the request of the gentleman from Tennessee?

There was no objection.

Mr. MURRAY of Tennessee. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. MURRAY of Tennessee: Page 6, after line 11, insert the following:

"(17) the Atomic Energy Commission;
"(18) Production Credit Corporations;
"(19) Federal Intermediate Credit Banks;
"(20) the Panama Railroad Company;
"(21) teachers, school officers, and members of the Police and Fire Departments of the Panama Canal, whose rates of compensation are fixed by the Governor of the Panama Canal with reference to the rates of compensation for similar positions in the municipal government of the District of Columbia;" and renumber paragraphs (17) to (26), inclusive, as paragraphs (22) to (31), inclusive.

The amendment was agreed to.

Mr. REES. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. REES: Page 15, strike out lines 3 to 8, both inclusive.

Page 15, line 9, strike out "Sec. 506" and insert in lieu thereof "Sec. 505."

Page 25, strike out beginning with line 24 through line 18 on page 26.

Page 26, line 19, strike out "GS-17" and insert in lieu thereof "GS-16."

Page 27, strike out beginning with line 12 through line 4 on page 28.

Page 32, in the table following line 2, strike out:

GS-16.....	\$11,500	\$11,750	\$12,000	\$12,250	\$12,500
GS-17.....	\$13,000	\$13,250	\$13,500	\$13,750	\$14,000
GS-18.....	\$15,000				

And insert in lieu thereof the following:

GS-16.....	\$11,000	\$11,250	\$11,500	\$11,750	\$12,000
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Mr. REES. Mr. Chairman, this is the amendment I discussed a few minutes ago before the bill was read for amendment. This bill, as has been stated by the chairman and by myself, is a reclassification bill reclassifying the positions of various jobs in the Government. There are 31 general classifications of positions. This bill reduces these classifications to 15 and then adds 3 more, making 18. Under the additional grades provided in the bill, the present ceiling of \$10,330 would be lifted to \$15,000. My amendment strikes out the two top pay scales and limits the ceiling to \$12,000. Under my proposal, there would be 16 classifications instead of 18. In other words, under this bill, you lift the ceiling from the \$10,000 figure to \$15,000. I am willing to go along for some slight increases and adjustments, but I do not see any occasion at all for lifting the ceiling clear up to \$15,000.

The principal reason given before our committee was that it would bring this legislation in line with the bill that was passed by the House some time ago and is still pending over in the other body. Under that bill, certain employees, probably 200 in number, should have salaries all the way from \$15,000 to \$25,000. That bill has not yet passed the other body. It is presently under discussion over there.

It seems to me if you put a ceiling of \$12,000 on these salaries you are going high enough. You should not increase the salaries of these people all the way

from \$1,000 to \$4,000 each. Those in the Government who get from \$8,000 to \$10,000 now are the same ones you would put up to \$15,000.

Mr. COX. Mr. Chairman, will the gentleman yield?

Mr. REES. I yield to the gentleman from Georgia.

Mr. COX. I want to get clear in my mind, and I think other Members would like to have it clear in their minds, just what the difference is between the views of the gentleman as expressed in his amendment and the views of the committee as expressed in the pending bill. In other words, as I understand the gentleman, the bill proposes to increase the ceiling from \$10,000 to \$15,000 in certain classes. The gentleman thinks the \$5,000 increase is too much. He thinks that in view of the prevailing circumstances in the country and the condition of the Treasury an increase of \$2,500 is sufficient. Therefore, he proposes to place the ceiling at \$12,500. Is that the difference between the gentleman's views as expressed in his amendment and the views of the committee as expressed in the bill now pending?

Mr. REES. The gentleman is correct, except it is \$12,000 instead of \$12,500. Under this bill you will pay \$15,000 to whatever number of persons the agencies may see fit to place in these different categories, and, as far as I can find out, they will be the same ones who are now getting \$8,000, \$9,000, and \$10,000. They will be pushed up into these other grades. I do not know how many of them there are. An estimate of 600, 700, or 800 was given to me by the agencies downtown. It is only an estimate. That is a matter that will be handled by the various agencies.

Do not misunderstand me. The bill does provide that these employees shall meet certain requirements in order to fill these positions, but as far as I know you are going to have the same employees you have at present, many of whom are entitled to some increases in pay. It seems to me an increase of \$4,000 or \$5,000 is a little high. I cannot see how you are going to improve your Government by drastic increase in salaries of these people as provided in this bill. I trust this committee will see fit to approve my amendment.

Mr. MURRAY of Tennessee. Mr. Chairman, I rise in opposition to the amendment.

Mr. Chairman, I hope this amendment will be voted down for several reasons. The first is that if the amendment should be adopted it would be in direct conflict with the action this House took on H. R. 1689, which is what is known as the top-flight pay bill. In that bill we placed the lowest salary at \$15,000, and included therein a number of bureau heads. There are other bureau heads who should also be in the three top grades of this classification bill.

These three grades of \$11,500 up to \$15,000 carry out the recommendations of the Hoover Commission, which said that our Government must give adequate salaries in order to get highly efficient trained personnel in our Government. As you know, up until last year the top

salary in the executive position was \$10,000. We gave employees below that raises right along, but we pegged the top salary at \$10,000. Last year we raised it to \$10,330. Who will be in these three grades? They comprise the heads of the most important bureaus of our Government, who are to be selected by the Civil Service Commission. They are to be men who are highly trained with special scientific and technical knowledge. With the present limitation of \$10,330 our Government today cannot get certain highly trained, scientific specialists in emergencies. What has Congress done over the last 3 years? In 1947 the Congress approved a bill providing for 45 professional or scientific positions in the National Military Establishment with salaries of from \$10,000 to \$15,000. In 1948 the Congress authorized the Economic Cooperation Administration to employ 25 persons with salaries in excess of \$10,000, but not to exceed \$15,000. During the same session in 1948 the Congress authorized the Department of Agriculture to appoint five technical experts and scientists with salaries not to exceed \$15,000 to conduct certain researches. In 1949 the Congress authorized salaries of from \$10,000 to \$15,000 for 10 positions involving professional and scientific work in the National Advisory Committee for aeronautics. This year the Congress also authorized three professional or scientific positions in the Central Intelligence Agency at salaries not to exceed \$15,000. So, instead of having to pass these special acts, why not, in cases where highly trained specialists are needed, give the Civil Service Commission and our President the right to use these three high brackets. In grades 16 and 17 the personnel can only be placed by the Civil Service Commission itself and in grade 18 only our President can appoint anyone. That grade provides a salary not to exceed \$15,000. So, I beg of you to stand by our committee. This same amendment was proposed in our committee and was overwhelmingly voted down. The Hoover Commission recommended this kind of legislation, as proposed by your committee. The President has asked for it and our Civil Service Commission has asked for it. So I appeal to the Members to let these three grades stay in just as our committee has recommended to you.

The CHAIRMAN. The time of the gentleman from Tennessee has expired.

Mr. CASE of South Dakota. Mr. Chairman, I move to strike out the last word.

Mr. Chairman, my only reason for asking for time on this question is that this question of pay for the classified personnel is a problem which the Subcommittee on Appropriations dealing with the independent offices of the Government has before it every year. During our hearings the past year we had this problem presented: Because we had a classified schedule up to \$10,330, we have some employees in the top grades of the classified service who are getting approximately \$300 more than the heads of the division in which they worked. For example, the Commissioner of Public Buildings and the head of the Public Roads Adminis-

tration had salaries fixed at \$10,000 per year by statute. Yet, they had men under them who were getting \$10,300. It was argued that we should do something about that. So, pending the passage of the top-flight executive pay bill, we proposed to increase the salary of these men to \$12,000, so that they would not be directing people who were getting more pay than they were. Then, along came the top-flight executive pay bill which the House approved, and which is now in another body. As passed by the House, many executives would get salaries of \$17,000, \$18,000 and \$20,000.

So, in the independent offices appropriation bill, the Senate struck out this \$12,000 provision for the Commissioner of Public Roads and the Commissioner of Public Buildings. In conference, we concurred in that because we anticipated that the executive pay bill would pass the other body. Now, however, within the past 2 or 3 days, many Members of this House must have read what I have read in the newspapers; that is, that 34 Members of a certain other body are sponsoring a revision in that executive pay bill, to place in it a ceiling of \$15,000, except for Members of the Cabinet, where it could be \$22,500. If I understand the situation correctly, the committee prepared this pending bill to fit that executive pay bill, and used the \$15,000 ceiling, with the expectation that there would be some executive salaries of \$18,000 or \$20,000. Apparently that situation no longer prevails, and if we pass this bill with a \$15,000 ceiling, we will be bringing the classified employees up to the ceiling that will exist for the executives when the other bill gets through the other body. Then we will be right back where we started, with the top people in the classified grades getting the same as the executives over them.

So it seems to me that the amendment offered by the gentleman from Kansas [Mr. REES], is very well considered. It establishes a ceiling at \$12,000, which would leave a little room between them and the pay of their chiefs.

Mr. COX. Mr. Chairman, will the gentleman yield?

Mr. CASE of South Dakota. I yield.

Mr. COX. The point that the gentleman has just made points out the fallacy of the argument of the gentleman from Tennessee [Mr. MURRAY] when he says that the adoption of this bill would be in conflict with the bill passed by the House some few days ago.

Mr. CASE of South Dakota. The only way it would be in conflict would be to adopt the bill as the committee has recommended it.

Mr. COX. Since the gentleman has yielded to me, I should like to say further, with reference to the statement made by the gentleman from Tennessee [Mr. MURRAY] that if we are ever to manifest any sort of concern on the question of economy, now is the time to begin. I have a feeling that to raise the pay of these people in these certain classes from \$10,000 to \$12,000 is liberal treatment.

Mr. CASE of South Dakota. I am sure the gentleman from Georgia shares with me a high respect for the gentleman

from Tennessee. I think that what the gentleman from Tennessee said would be correct as to relationship, if the other body were going to pass the other bill in the form in which we sent it over to them. But I am sure that Members have read what I read, that a certain distinguished gentleman from Illinois has said it would be necessary to accept the proposal sponsored by his fellow 34 Members in the other body in order to get that bill passed. Now, let us not get the situation out of kilter again. Let us adopt the amendment suggested by the gentleman from Kansas and keep the proper relationship between those in the classified service and those at the head of the bureaus.

The CHAIRMAN. The time of the gentleman from South Dakota [Mr. CASE] has expired.

Mrs. ST. GEORGE. Mr. Chairman, I rise in support of the amendment.

Mr. Chairman, it has been well said that the Hoover Committee report and the Hoover Commission recommendations have been to a great extent followed in this bill. Nevertheless, it is well to remember that the Hoover Commission did not specify any specific salary raises. It is also true that many Members, not only of this House but of this committee, objected to some of the very exaggerated raises written in the bill that was recently passed in this House, which was for the top salaries in the executive branch.

That bill is now resting in the other body, and there is very good reason to think that it will be reconsidered there and greatly changed. If this bill is passed without the amendment offered by the gentleman from Kansas, it will in fact throw this whole salary schedule out of kilter once more, because we will be paying salaries of \$15,000 and probably having some of the salaries in the executive branch brought down again to that original level. For that reason I think we should give very careful consideration to the amendment offered by the gentleman from Kansas. It is my earnest hope that the House will vote favorably on this amendment. Let us not carry these salary raises too far. It is very well to have the salary raises at the lower branches of the Government and at the foot of the pyramid, but let us be a little more careful how we act on the top salaries.

I trust this amendment will pass.

Mr. Chairman, I yield back the balance of my time.

Mr. MILLER of California. Mr. Chairman, I move to strike out the last word.

(Mr. MILLER of California asked and was given permission to revise and extend his remarks.)

Mr. MILLER of California. Mr. Chairman, the Committee on the Post Office and Civil Service through its subcommittee and again acting as the Whole Committee considered this matter very carefully. It is the judgment of the Committee on the Post Office and Civil Service that the recommendations of the committee as contained in the report and the bill are sound legislation and I commend them to you. That is the finding

of the committee. Now let us see what arguments have been made against this sound finding. First, that the newspapers have carried the story that 34 Members of the other body have gone on record against certain provisions of another bill related indirectly to this one and that they are going to reduce the salary scales to a lower level. I do not know that this body has ever followed the other body or that we are forced to follow the other body. We are here and we have a responsibility. This House passed a bill setting the lower bracket in the high top-flight grades at \$15,000 a year. This bill is drawn consistent with that bill, and I am asking you to be consistent now and to adopt this bill.

This bill has to go to the other body. If it takes the action that it is reported that it will take or that it is expected by some that it will take when this bill gets over there, then the bills will have to go to conference. But if we follow the gentleman from Kansas who at the time the bill H. R. 1689, the top-flight pay bill, was passed tried to insert an amendment reducing the salaries to \$12,500, which amendment was defeated we tie our hands. Should such an amendment be adopted, then our hands would be tied and we could do nothing in case the reported or suggested action of the other body is taken.

Mr. REES. Mr. Chairman, will the gentleman yield?

Mr. MILLER of California. I yield.

Mr. REES. And the amendment offered by the gentleman from Kansas is in line with the amendment submitted today; that is correct, is it not?

Mr. MILLER of California. That is correct.

Mr. REES. And is in line with the proposal that the gentleman suggested be considered in the other body.

Mr. MILLER of California. I do not think there is any question of that, although I do not know that it is being considered in the other body. I have seen lots of things in the newspapers about which I do not know very much and to which I do not give credence.

Mr. REES. I disagree with the bill; nevertheless, that is the situation today.

Mr. MILLER of California. I have said that the gentleman is consistent, and I have said that he tried to reduce the amount in the bill that is now before the Senate and was unsuccessful in doing it in the House.

Mr. REES. And the result is it will cost \$5,000,000 more.

Mr. MILLER of California. His amendment was defeated. I am merely asking this House to adhere to the precedent it has established and again defeat the amendment offered by the gentleman from Kansas.

Mr. MURRAY of Tennessee. Mr. Chairman, will the gentleman yield?

Mr. MILLER of California. I yield.

Mr. MURRAY of Tennessee. The gentleman from Kansas has referred to a cost of \$5,000,000. I have here a letter from the Civil Service Commission dated September 23, 1949, which states that the cost for the top three grades will be relatively small. It is estimated that the cost of these three additional grades will

be \$1,350,000 annually. I will ask the gentleman whether this amendment was not considered by our committee and overwhelmingly defeated by the committee?

Mr. MILLER of California. That is right; not only that, but if this amendment prevails it will destroy the very careful scheduled relationship of the grades that has been determined and set up by this committee.

Mr. MURRAY of Tennessee. Mr. Chairman, I ask unanimous consent that all debate on the pending amendment close in 5 minutes.

The CHAIRMAN. Is there objection to the request of the gentleman from Tennessee?

There was no objection.

The CHAIRMAN. The Chair recognizes the gentleman from Oklahoma [Mr. MONRONEY].

(Mr. MONRONEY asked and was given permission to revise and extend his remarks.)

Mr. MONRONEY. Mr. Chairman, I have watched the pay bills go through this House. I have watched Members line up to sign in great eagerness discharge petitions to give tens of thousands of employees a pay raise. These raises were politically popular because of the large number of employees involved.

But on this question raised by the gentleman from Kansas, you are not going to win any large number of votes—because only a very few employees are involved.

It applies perhaps to only a few hundred men at the top of our career Government service, men who have devoted a lifetime in the Government service managing departments, if you please, that in many cases are 10 to 20 times bigger than General Motors, Ford, and A. T. & T. put together.

Yet we are training these men in Government only to lose them to private industry because the rewards in Government service for reaching the peak of service to this country are not in any way commensurate with those paid by private business.

If you want to be penny wise and pound foolish vote for the amendment offered by the gentleman from Kansas.

Any businessman will tell you that it is absolutely unwise to pay small salaries to the man at the head of your concern on whom you must depend to get economy and good management.

Government, like private business, is going to get exactly what it pays for. You cannot tell me that you may hire departmental executives in this day and age to run mammoth organizations employing tens of thousands of employees for less than a good automobile salesman can make in a metropolitan center.

I say to you that the cost of this bill in order to pay the men at the peak of our Government service, career men, if you please, will be the best money that this Congress can vote. You are not going to get many thousands of people writing you letters to encourage you to vote for these larger sums, but good business management, efficiency and ability, as well as good economy for this Government, I say, demands in this day and age

good executives if you expect to save tens of millions in connection with Government operations that otherwise will be wasted because of inefficient executives. Government today is costing the people of this country more than \$40,000,000,000 a year. Second-rate top career men will add to this expense—will make economy impossible. We need well-paid executives and fewer employees. A good executive can and will account for the savings of millions by using fewer employees.

Mr. REES. Mr. Chairman, will the gentleman yield?

Mr. MONRONEY. I yield to the gentleman from Kansas.

Mr. REES. I think the gentleman understands that these are not executives which we are considering under this bill. They come under the top flight bill that we considered some time ago.

Mr. MONRONEY. I understand that.

Mr. REES. These are not executives at all.

Mr. MONRONEY. I understand perfectly what the gentleman is saying because the executives he mentions are appointed by the President of the United States. These men here are the civil-service people who are selected on a non-partisan basis, who started to work at a low level in Government, who have devoted their lifetime to work up to the top of this Government career service.

Mr. MILLER of California. Mr. Chairman, will the gentleman yield?

Mr. MONRONEY. I yield to the gentleman from California.

Mr. MILLER of California. These are the bureau heads and the assistant bureau heads who have come up in the Government and on whom we must depend for efficiency in Government operations.

Mr. MONRONEY. The gentleman is correct. There are involved only a limited number of positions. These jobs are going to be guarded carefully. The Appropriations Committee has absolute and complete control on how many of these high-level jobs are to be created and they can only be filled when the need for them arises.

Mr. HOFFMAN of Michigan. Mr. Chairman, will the gentleman yield?

Mr. MONRONEY. I yield to the gentleman from Michigan.

Mr. HOFFMAN of Michigan. The gentleman compared the salaries in the Government service with those in General Motors.

Mr. MONRONEY. No; the gentleman is quite wrong.

Mr. HOFFMAN of Michigan. I was wondering whether the gentleman had taken into consideration the fact that General Motors officers were returning a profit to the stockholders of that concern while the Government was being operated in the red all the time.

Mr. MONRONEY. What I said was that these men at the head of agencies employing tens of thousands of employees and handling many hundreds of millions of dollars are making less money than a good automobile salesman can make in a metropolitan center. I do not think you are going to attract the kind of talent you want if you do not pay them adequately.

Under the present system, which causes us to lose our best men out of Government, we are running a training school, really, for business, by giving these men training in Government. When they show promise and ability, then they are hired away by private industry, and we have only the second raters remaining. Unless the reward and compensation in Government jobs can attract and keep men of ability, you will continue to hear complaints about Government waste and inefficiency. The cost of increasing the top-flight carrier salaries will be minor compared to the savings it should produce by eliminating thousands of unnecessary and unneeded employees. The Hoover committee recognized this and that was why one of its principal recommendations was that top career service be paid commensurate with the management job. I ask that the amendment of the gentleman from Kansas be defeated.

The CHAIRMAN. The time of the gentleman from Oklahoma has expired. All time has expired.

The question is on the amendment offered by the gentleman from Kansas [Mr. REES].

The question was taken; and the Chair being in doubt, the Committee divided, and there were—ayes 70, noes 81.

Mr. REES. Mr. Chairman, I demand tellers.

Tellers were ordered, and the Chairman appointed as tellers Mr. REES and Mr. MURRAY of Tennessee.

The Committee again divided; and the tellers reported that there were—ayes 90, noes 94.

So the amendment was rejected.

The CHAIRMAN. Under the rule, the Committee rises.

Accordingly the Committee rose; and the Speaker having resumed the chair, Mr. COMBS, Chairman of the Committee of the Whole House on the State of the Union, reported that that Committee, having had under consideration the bill (H. R. 5931) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, pursuant to House Resolution 346, he reported the bill back to the House with sundry amendments adopted by the Committee of the Whole.

The SPEAKER. Under the rule, the previous question is ordered.

Is a separate vote demanded on any amendment? If not, the Chair will put them in gross.

The amendments were agreed to.

The SPEAKER. The question is on the engrossment and third reading of the bill.

The bill was ordered to be engrossed and read a third time, and was read the third time.

The SPEAKER. The question is on the passage of the bill.

The question was taken; and the Speaker announced that the ayes appeared to have it.

Mr. WILSON of Indiana. Mr. Speaker, I object to the vote on the ground that a quorum is not present, and make the point of order that a quorum is not present.

The SPEAKER. The Chair will count. [After counting.] Two hundred and thirty-two Members are present, a quorum.

So the bill was passed.

A motion to reconsider was laid on the table.

EGLIN FIELD RESERVATION

Mr. SIKES. Mr. Speaker, I ask unanimous consent to take from the Speaker's desk the bill (H. R. 2418) to authorize restocking, propagation, and conservation of game in the Eglin Field Reservation, with an amendment of the Senate thereto, and concur in the Senate amendment.

The Clerk read the title of the bill.

The Clerk read the Senate amendment, as follows:

Strike out all after the enacting clause and insert:

"That the Secretary of the Air Force is hereby authorized and directed to carry out a program of planning, development, maintenance, and coordination of wildlife, fish, and game conservation and rehabilitation in the Eglin Field Reservation in cooperation with the Secretary of the Interior through the Fish and Wildlife Service. The Secretary of the Air Force is hereby authorized and directed to adopt suitable regulations for such conservation and rehabilitation in accordance with a general plan agreed upon between the Secretary of the Air Force and the Secretary of the Interior, including provisions for the restocking, propagation, and conservation of game and fish in said reservation. Such regulations shall provide for the issuance of hunting and fishing permits to individuals and shall require the payment of a nominal fee therefor, which fees shall be utilized for restocking, propagation, and other related wildlife activities in said reservation. Such regulations shall not be inconsistent with, insofar as possible, the law and regulations of the State of Florida relating to hunting and fishing.

"SEC. 2. That the Secretary of the Air Force is hereby authorized and directed to expend a sum equal to all sums heretofore or hereafter accumulated by the Air Force from money collected through the sale of game permits in the Eglin Field Reservation prior to and after the adoption of the program authorized by this act for the purposes of said programs. Proper accounting of funds thus expended shall be made at the direction of the Secretary.

"SEC. 3. That the Department of the Air Force is held free from any liability to pay into the Treasury of the United States upon the operation of said program authorized by this act any funds which may have been or may hereafter be expended by the United States Air Force to carry out the purposes of said program, and which expenditure has been properly accounted for to the Comptroller General of the United States."

Amend the title so as to read: "An act to promote effectual planning, development, maintenance, and coordination of wildlife, fish and game conservation and rehabilitation in the Eglin Field Reservation."

The SPEAKER. Is there objection to the request of the gentleman from Florida?

Mr. MARTIN of Massachusetts. Mr. Speaker, reserving the right to object, will the gentleman explain the amendment?

Calendar No. 1129

81ST CONGRESS
1ST SESSION

H. R. 5931

IN THE SENATE OF THE UNITED STATES

SEPTEMBER 29 (legislative day, SEPTEMBER 3), 1949

Read twice and ordered to be placed on the calendar

AN ACT

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the "Classification Revision
4 Act of 1949".

5 TITLE I—DECLARATION OF POLICY

6 SEC. 101. It is the purpose of this Act to provide a
7 plan for classification of positions and for rates of basic
8 compensation whereby—

(1) in determining the rate of basic compensation which an officer or employee shall receive, (A) the principle of equal pay for substantially equal work shall be followed, and (B) variations in rates of basic compensation paid to different officers and employees shall be in proportion to substantial differences in the difficulty, responsibility, and qualification requirements of the work performed and to the contributions of officers and employees to efficiency and economy in the service; and

(2) individual positions shall, in accordance with their duties, responsibilities, and qualification requirements, be so grouped and identified by classes and grades, as defined in section 301, and the various classes shall be so described in published standards, as provided for in title IV, that the resulting position-classification system can be used in all phases of personnel administration.

TITLE II—COVERAGE AND EXEMPTIONS

SEC. 201. (a) For the purposes of this Act, the term “department” includes (1) the executive departments, (2) the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States, (3) the Administrative Office of the United States Courts, (4) the Library of Congress, (5) the Botanic Garden, (6) the Government Printing Office, (7) the Gen-

1 eral Accounting Office, (8) the Office of the Architect of the
2 Capitol, and (9) the municipal government of the District
3 of Columbia.

4 (b) Subject to the exemptions specified in section 202,
5 and except as provided in section 204, this Act shall apply
6 to all civilian positions, officers, and employees in or under
7 the departments.

8 SEC. 202. This Act shall not apply to—

9 (1) the field service of the Post Office Department,
10 for which the salary rates are fixed by Public Law 134,
11 Seventy-ninth Congress, approved July 6, 1945, as
12 amended and supplemented;

13 (2) the Foreign Service of the United States under
14 the Department of State, for which the salary rates
15 are fixed by the Foreign Service Act of 1946, as supple-
16 mented by Public Law 160, Eighty-first Congress,
17 approved July 6, 1949; and positions in or under the
18 Department of State which are (A) connected with the
19 representation of the United States to international
20 organizations, and (B) specifically exempted by law
21 from the Classification Act of 1923, as amended, or any
22 other classification or compensation law;

23 (3) physicians, dentists, nurses, and other em-
24 ployees in the Department of Medicine and Surgery in
25 the Veterans' Administration, whose compensation is

1 fixed under Public Law 293, Seventy-ninth Congress,
2 approved January 3, 1946;

3 (4) teachers, school officers, and employees of the
4 Board of Education of the District of Columbia, whose
5 compensation is fixed under the District of Columbia
6 Teachers' Salary Act of 1947, as supplemented by Public
7 Law 151, Eighty-first Congress, approved June 30,
8 1949;

9 (5) officers and members of the Metropolitan Police,
10 the Fire Department of the District of Columbia, the
11 United States Park Police, and the White House Police;

12 (6) lighthouse keepers and civilian employees on
13 lightships and vessels of the Coast Guard, whose com-
14 pensation is fixed under authority of Public, Numbered
15 383, Seventy-fifth Congress, approved August 26, 1937,
16 or Public Law 143, Eighty-first Congress, approved
17 June 29, 1949;

18 (7) employees in recognized trades or crafts, or
19 other skilled mechanical crafts, or in unskilled, semi-
20 skilled, or skilled manual-labor occupations (except such
21 employees who are engaged in the maintenance and
22 operation of public buildings and associated equipment
23 or perform work in scientific or engineering laboratories
24 as aides to scientists or engineers), and employees in the

1 Bureau of Engraving and Printing the duties of whom
2 are to perform or to direct manual or machine operations
3 requiring special skill or experience, or to perform or
4 direct the counting, examining, sorting, or other veri-
5 fication of the product of manual or machine operations,
6 whose compensation shall be fixed and adjusted from
7 time to time as nearly as is consistent with the public
8 interest in accordance with prevailing rates;

9 (8) officers and members of crews of vessels, whose
10 compensation shall be fixed and adjusted from time to
11 time as nearly as is consistent with the public interest
12 in accordance with prevailing rates and practices in the
13 maritime industry;

14 (9) employees of the Government Printing Office
15 whose compensation is fixed under Public, Numbered
16 276, Sixty-eighth Congress, approved June 7, 1924;

17 (10) civilian professors, lecturers, and instructors
18 at the Naval War College and the Naval Academy whose
19 compensation is fixed under Public Law 604, Seventy-
20 ninth Congress, approved August 2, 1946; senior pro-
21 fessors, professors, associate and assistant professors, and
22 instructors at the Naval Postgraduate School whose
23 compensation is fixed under Public Law 303, Eightieth
24 Congress, approved July 31, 1947; and the Academic

1 Dean of the Postgraduate School of the Naval Academy
2 whose compensation is fixed under Public Law 402,
3 Seventy-ninth Congress, approved June 10, 1946;

4 (11) aliens or persons not citizens of the United
5 States who occupy positions outside the several States
6 and the District of Columbia;

7 (12) the Tennessee Valley Authority;

8 (13) the Inland Waterways Corporation;

9 (14) the Alaska Railroad;

10 (15) the Virgin Islands Corporation;

11 (16) the Central Intelligence Agency;

12 (17) the Atomic Energy Commission;

13 (18) Production Credit Corporations;

14 (19) Federal Intermediate Credit Banks;

15 (20) the Panama Railroad Company;

16 (21) teachers, school officers, and members of the
17 Police and Fire Departments of the Panama Canal
18 whose rates of compensation are fixed by the Governor
19 of the Panama Canal with reference to the rates of
20 compensation for similar positions in the municipal
21 government of the District of Columbia;

22 (22) employees who serve without compensation
23 or at nominal rates of compensation;

24 (23) employees none or only part of whose com-

1 pensation is paid from appropriated funds of the United
2 States: *Provided*, That with respect to the Veterans'
3 Canteen Service in the Veterans' Administration, the
4 provisions of this paragraph shall be applicable only to
5 those positions which are exempt from the Classifica-
6 tion Act of 1923, as amended, pursuant to Public Law
7 636, Seventy-ninth Congress, approved August 7, 1946,
8 as amended;

9 (24) employees whose compensation is fixed under
10 a cooperative agreement between the United States
11 and (A) a State, Territory, or possession of the United
12 States, or political subdivision thereof, or (B) a person
13 or organization outside the service of the Federal
14 Government;

15 (25) student nurses, medical or dental interns,
16 residents-in-training, student dietitians, student physical
17 therapists, student occupational therapists, and other
18 student employees, assigned or attached to a hospital,
19 clinic, or laboratory primarily for training purposes,
20 whose compensation is fixed under Public Law 330,
21 Eightieth Congress, approved August 4, 1947, or sec-
22 tion 14 (b) of Public Law 293, Seventy-ninth Con-
23 gress, approved January 3, 1946, as amended by Public
24 Law 722, Eightieth Congress, approved June 19, 1948;

1 (26) inmates, patients, or beneficiaries receiving
2 care or treatment or living in Government agencies or
3 institutions;

4 (27) experts or consultants, when employed tem-
5 porarily or intermittently in accordance with section 15
6 of Public Law 600, Seventy-ninth Congress, approved
7 August 2, 1946;

8 (28) emergency or seasonal employees whose
9 employment is of uncertain or purely temporary dura-
10 tion, or who are employed for brief periods at intervals;

11 (29) persons employed on a fee, contract, or piece-
12 work basis;

13 (30) persons who may lawfully perform their
14 duties concurrently with their private profession, busi-
15 ness, or other employment, and whose duties require
16 only a portion of their time, where it is impracticable
17 to ascertain or anticipate the proportion of time devoted
18 to the service of the Federal Government;

19 (31) positions for which rates of basic compensation
20 are individually fixed, or expressly authorized to be fixed,
21 by any other law, at or in excess of the maximum
22 scheduled rate of the highest grade established by this
23 Act.

24 SEC. 203. The Civil Service Commission, hereinafter
25 referred to as the "Commission", is authorized and directed

1 to determine finally the applicability of sections 201 and 202
2 to specific positions, officers, and employees.

3 SEC. 204. (a) The classes of employees whose compen-
4 sation is authorized by section 3 of the Legislative Pay Act
5 of 1929, as amended (46 Stat. 38; 55 Stat. 615), to be
6 fixed by the Architect of the Capitol without regard to the
7 Classification Act of 1923, as amended, are authorized to
8 be compensated without regard to this Act.

9 (b) This Act shall not apply to any officer or employee
10 of the Office of the Architect of the Capitol whose compensa-
11 tion is fixed by any other law.

12 (c) Sections 202 and 203 shall not apply to the Office
13 of the Architect of the Capitol.

14 TITLE III—BASIS FOR CLASSIFYING POSITIONS

15 SEC. 301. For the purposes of this Act, the term—

16 (1) “position” means the work, consisting of the
17 duties and responsibilities, assignable to an officer or
18 employee;

19 (2) “class” or “class of positions” includes all
20 positions which are sufficiently similar, as to (A) kind
21 or subject-matter of work, (B) level of difficulty and
22 responsibility, and (C) the qualification requirements
23 of the work, to warrant similar treatment in personnel
24 and pay administration; and

1 (3) "grade" includes all classes of positions which
2 (although different with respect to kind or subject-
3 matter of work) are sufficiently equivalent as to (A)
4 level of difficulty and responsibility, and (B) level of
5 qualification requirements of the work, to warrant the
6 inclusion of such classes of positions within one range
7 of rates of basic compensation, as specified in title VI.

8 SEC. 302. (a) Each position shall be placed in its
9 appropriate class. The basis for determining the class in
10 which each position shall be placed shall be the duties and
11 responsibilities of such position and the qualifications re-
12 quired by such duties and responsibilities.

13 (b) Each class shall be placed in its appropriate grade.
14 The basis for determining the grade in which each class
15 shall be placed shall be the level of difficulty, responsibility,
16 and qualification requirements of the work of such class.

17 SEC. 303. No appropriated funds shall be used to pay
18 the compensation of any officer or employee who places a
19 supervisory position in a class and grade solely on the basis
20 of the size of the group, section, bureau, or other organiza-
21 tion unit or the number of subordinates supervised. Such
22 factors may be given effect only to the extent warranted
23 by the work load of the organization unit and then only
24 in combination with other factors, such as the kind, diffi-
25 culty, and complexity of work supervised, the degree and

1 scope of responsibility delegated to the supervisor, and the
2 kind, degree, and character of the supervision actually
3 exercised.

4 TITLE IV—PREPARATION AND PUBLICATION OF 5 STANDARDS

6 SEC. 401. (a) The Commission, after consultation with
7 the departments, shall prepare standards for placing posi-
8 tions in their proper classes and grades. The Commission
9 is authorized to make such inquiries or investigations of the
10 duties, responsibilities, and qualification requirements of
11 positions as it deems necessary for this purpose. In such
12 standards the Commission shall (1) define the various
13 classes of positions that exist in the service in terms of
14 duties, responsibilities, and qualification requirements; (2)
15 establish the official class titles; and (3) set forth the grades
16 in which such classes have been placed by the Commission.
17 At the request of the Commission, the departments shall
18 furnish information for and cooperate in the preparation
19 of such standards. Such standards shall be published in
20 such form as the Commission may determine.

21 (b) The Commission shall keep such standards up to
22 date. From time to time, after consultation with the depart-
23 ments to the extent deemed necessary by the Commission,
24 it may revise, supplement, or abolish existing standards, or
25 prepare new standards, so that, as nearly as may be practi-

1 cable, positions existing at any given time within the service
2 will be covered by current published standards.

3 (c) The official class titles so established shall be used
4 for personnel, budget, and fiscal purposes, but this require-
5 ment shall not prevent the use of organizational or other
6 titles for internal administration, public convenience, law
7 enforcement, or similar purposes.

8 TITLE V—AUTHORITY AND PROCEDURE

9 SEC. 501. (a) Notwithstanding section 502, the Com-
10 mission shall have authority, which may be exercised at
11 any time in its discretion, to—

12 (1) ascertain currently the facts as to the duties,
13 responsibilities, and qualification requirements of any
14 position;

15 (2) place in an appropriate class and grade any
16 newly created position or any position coming initially
17 under this Act;

18 (3) decide whether any position is in its appro-
19 priate class and grade; and

20 (4) change any position from one class or grade to
21 another class or grade whenever the facts warrant.

22 The Commission shall certify to the department concerned
23 action taken by the Commission under paragraph (2) or
24 (4). The department shall take action in accordance with
25 such certificate, and such certificate shall be binding on all

1 administrative, certifying, pay roll, disbursing, and account-
2 ing officers of the Government.

3 (b) Any employee or employees (including any officer
4 or officers) affected or any department may request at any
5 time that the Commission exercise the authority granted
6 to it under subsection (a) and the Commission shall act
7 upon such request.

8 SEC. 502. (a) Except as otherwise provided in this title,
9 each department shall place each position under its juris-
10 diction and to which this Act applies in its appropriate class
11 and grade in conformance with standards published by the
12 Commission or, if no published standards directly apply, con-
13 sistently with published standards. A department may,
14 whenever the facts warrant, change any position which it
15 has placed in a class or grade under this subsection from
16 such class or grade to another class or grade. Such actions
17 of the departments shall be the basis for the payment of
18 compensation and for personnel transactions until changed
19 by certificate of the Commission.

20 (b) The Commission shall, from time to time, review
21 such number of positions in each department as will enable
22 the Commission to determine whether such department is
23 placing positions in classes and grades in conformance with
24 or consistently with published standards.

25 SEC. 503. Whenever the Commission finds under

1 section 502 (b) that a position to which this Act applies is
2 not placed in its proper class and grade in conformance with
3 published standards or that positions for which no standards
4 have been published are not placed in classes and grades
5 consistently with published standards, it shall, after consulta-
6 tion with appropriate officers or employees of the depart-
7 ment concerned, place each such position in its appropriate
8 class and grade and shall certify such action to the
9 department. The department shall take action in accordance
10 with such certificate, and such certificate shall be binding
11 on all administrative, certifying, pay roll, disbursing, and
12 accounting officers of the Government.

13 SEC. 504. (a) Whenever the Commission finds that
14 any department is not placing positions in classes and grades
15 in conformance with or consistently with published stand-
16 ards, it may revoke or suspend in whole or in part the
17 authority granted to the department under section 502 and
18 require that prior approval of the Commission be secured
19 before an action placing a position in a class and grade be-
20 comes effective for pay roll and other personnel purposes.
21 Such revocations or suspensions may be limited, in the dis-
22 cretion of the Commission, to (1) the departmental or field
23 service, or any part thereof; (2) any geographic area;
24 (3) any organization unit or group of organization units;
25 (4) certain types of classification actions; (5) classes in

1 particular occupational groups or grades; or (6) classes
2 for which standards have not been published.

3 (b) After all or part of the authority of the depart-
4 ment has been revoked or suspended, the Commission may
5 at any time restore such authority to the extent that it is
6 satisfied that subsequent actions placing positions in classes
7 and grades will be taken in conformance with or con-
8 sistently with published standards.

9 SEC. 505. (a) No position shall be placed in Grade 16
10 or 17 of the General Schedule except by action of, or after
11 prior approval by, the Commission.

12 (b) No position shall be placed in or removed from
13 Grade 18 of the General Schedule except by the President
14 upon recommendation of the Commission.

15 SEC. 506. The Commission may (1) prescribe the
16 form in which each department shall record the duties and
17 responsibilities of positions to which this Act applies and the
18 places where such records shall be maintained, (2) examine
19 these or any other pertinent records of the department, and
20 (3) interview any officers or employees of the department
21 who have knowledge of the duties and responsibilities of such
22 positions and information as to the reasons for placing a posi-
23 tion in any class and grade.

24 TITLE VI—BASIC COMPENSATION SCHEDULES

25 SEC. 601. There are hereby established the following

1 basic compensation schedules for positions to which this Act
2 applies:

3 (1) A "General Schedule", the symbol for which
4 shall be "GS", in lieu of the professional and scientific
5 service, the clerical, administrative, and fiscal service,
6 and the subprofessional service specified in section 13 of
7 the Classification Act of 1923, as amended; and

8 (2) A "Crafts, Protective, and Custodial Schedule",
9 the symbol for which shall be "CPC", in lieu of the
10 crafts, protective, and custodial service specified in such
11 section.

12 SEC. 602. (a) The General Schedule shall be divided
13 into grades of difficulty and responsibility of work, as
14 follows:

15 GENERAL SCHEDULE

16 Grade GS-1 includes all classes of positions the duties
17 of which are to perform, under immediate supervision, with
18 little or no latitude for the exercise of independent judgment, (1) the simplest routine work in office, business, or
19 fiscal operations, or (2) elementary work of a subordinate
20 technical character in a professional, scientific, or technical
21 field.

23 Grade GS-2 includes all classes of positions the duties
24 of which are (1) to perform, under immediate supervision,
25 with limited latitude for the exercise of independent judgment,

1 ment, routine work in office, business, or fiscal operations,
2 or comparable subordinate technical work of limited scope
3 in a professional, scientific, or technical field, requiring some
4 training or experience; or (2) to perform other work of
5 equal importance, difficulty, and responsibility, and requiring
6 comparable qualifications.

7 Grade GS-3 includes all classes of positions the duties
8 of which are (1) to perform, under immediate or general
9 supervision, somewhat difficult and responsible work in office,
10 business, or fiscal operations, or comparable subordinate
11 technical work of limited scope in a professional, scientific,
12 or technical field, requiring in either case (A) some train-
13 ing or experience, (B) working knowledge of a special
14 subject matter, or (C) to some extent the exercise of inde-
15 pendent judgment in accordance with well-established poli-
16 cies, procedures, and techniques; or (2) to perform other
17 work of equal importance, difficulty, and responsibility, and
18 requiring comparable qualifications.

19 Grade GS-4 includes all classes of positions the duties
20 of which are (1) to perform, under immediate or general
21 supervision, moderately difficult and responsible work in
22 office, business, or fiscal operations, or comparable subordi-
23 nate technical work in a professional, scientific, or technical
24 field, requiring in either case (A) a moderate amount of

1 training and minor supervisory or other experience, (B)
2 good working knowledge of a special subject matter or a
3 limited field of office, laboratory, engineering, scientific,
4 or other procedure and practice, and (C) the exercise of
5 independent judgment in accordance with well-established
6 policies, procedures, and techniques; or (2) to perform other
7 work of equal importance, difficulty, and responsibility, and
8 requiring comparable qualifications.

9 Grade GS-5 includes all classes of positions the duties
10 of which are (1) to perform, under general supervision,
11 difficult and responsible work in office, business, or fiscal ad-
12 ministration, or comparable subordinate technical work in
13 a professional, scientific, or technical field, requiring in
14 either case (A) considerable training and supervisory or
15 other experience, (B) broad working knowledge of a spe-
16 cial subject matter or of office, laboratory, engineering, sci-
17 entific, or other procedure and practice, and (C) the exer-
18 cise of independent judgment in a limited field; (2) to per-
19 form, under immediate supervision, and with little oppor-
20 tunity for the exercise of independent judgment, simple and
21 elementary work requiring professional, scientific, or techni-
22 cal training equivalent to that represented by graduation
23 from a college or university of recognized standing but re-
24 quiring little or no experience; or (3) to perform other

1 work of equal importance, difficulty, and responsibility, and
2 requiring comparable qualifications.

3 Grade GS-6 includes all classes of positions the duties
4 of which are (1) to perform, under general supervision,
5 difficult and responsible work in office, business, or fiscal
6 administration, or comparable subordinate technical work
7 in a professional, scientific, or technical field, requiring in
8 either case (A) considerable training and supervisory or
9 other experience, (B) broad working knowledge of a special
10 and complex subject matter, procedure, or practice, or of
11 the principles of the profession, art, or science involved,
12 and (C) to a considerable extent the exercise of independent
13 judgment; or (2) to perform other work of equal impor-
14 tance, difficulty, and responsibility, and requiring compa-
15 rable qualifications.

16 Grade GS-7 includes all classes of positions the duties
17 of which are (1) to perform, under general supervision,
18 work of considerable difficulty and responsibility along special
19 technical or supervisory lines in office, business, or fiscal
20 administration, or comparable subordinate technical work
21 in a professional, scientific, or technical field, requiring in
22 either case (A) considerable specialized or supervisory train-
23 ing and experience, (B) comprehensive working knowledge
24 of a special and complex subject matter, procedure, or prac-

1 tice, or of the principles of the profession, art, or science,
2 involved, and (C) to a considerable extent the exercise of
3 independent judgment; (2) under immediate or general
4 supervision, to perform somewhat difficult work requiring
5 (A) professional, scientific, or technical training equiva-
6 lent to that represented by graduation from a college or
7 university of recognized standing, (B) previous experience,
8 and (C) to a limited extent, the exercise of independent
9 technical judgment; or (3) to perform other work of equal
10 importance, difficulty, and responsibility, and requiring com-
11 parable qualifications.

12 Grade GS-8 includes all classes of positions the duties
13 of which are (1) to perform, under general supervision,
14 very difficult and responsible work along special technical
15 or supervisory lines in office, business, or fiscal administra-
16 tion, requiring (A) considerable specialized or supervisory
17 training and experience, (B) comprehensive and thorough
18 working knowledge of a specialized and complex subject
19 matter, procedure, or practice, or of the principles of the
20 profession, art, or science involved, and (C) to a consider-
21 able extent the exercise of independent judgment; or (2)
22 to perform other work of equal importance, difficulty, and
23 responsibility, and requiring comparable qualifications.

24 Grade GS-9 includes all classes of positions the duties
25 of which are (1) to perform, under general supervision,

1 very difficult and responsible work along special technical,
2 supervisory, or administrative lines in office, business, or
3 fiscal administration, requiring (A) somewhat extended
4 specialized training and considerable specialized, supervisory,
5 or administrative experience which has demonstrated
6 capacity for sound independent work, (B) thorough and
7 fundamental knowledge of a special and complex subject
8 matter, or of the profession, art, or science involved, and
9 (C) considerable latitude for the exercise of independent
10 judgment; (2) with considerable latitude for the exercise
11 of independent judgment, to perform moderately difficult and
12 responsible work, requiring (A) professional, scientific, or
13 technical training equivalent to that represented by graduá-
14 tion from a college or university of recognized standing, and
15 (B) considerable additional professional, scientific, or tech-
16 nical training or experience which has demonstrated capacity
17 for sound independent work; or (3) to perform other work
18 of equal importance, difficulty, and responsibility, and re-
19 quiring comparable qualifications.

20 Grade GS-10 includes all classes of positions the duties
21 of which are (1) to perform, under general supervision,
22 highly difficult and responsible work along special technical,
23 supervisory, or administrative lines in office, business, or
24 fiscal administration, requiring (A) somewhat extended
25 specialized, supervisory, or administrative training and ex-

1 perience which has demonstrated capacity for sound inde-
2 pendent work, (B) thorough and fundamental knowledge
3 of a specialized and complex subject matter, or of the profes-
4 sion, art, or science involved, and (C) considerable latitude
5 for the exercise of independent judgment; or (2) to perform
6 other work of equal importance, difficulty, and responsibility,
7 and requiring comparable qualifications.

8 Grade GS-11 includes all classes of positions the duties
9 of which are (1) to perform, under general administrative
10 supervision and with wide latitude for the exercise of inde-
11 pendent judgment, work of marked difficulty and responsi-
12 bility along special technical, supervisory, or administrative
13 lines in office, business, or fiscal administration, requiring
14 (A) extended specialized, supervisory, or administrative
15 training and experience which has demonstrated important
16 attainments and marked capacity for sound independent ac-
17 tion or decision, and (B) intimate grasp of a specialized and
18 complex subject matter, or of the profession, art, or science
19 involved, or of administrative work of marked difficulty; (2)
20 with wide latitude for the exercise of independent judgment,
21 to perform responsible work of considerable difficulty requir-
22 ing somewhat extended professional, scientific, or technical
23 training and experience which has demonstrated important
24 attainments and marked capacity for independent work; or

1 (3) to perform other work of equal importance, difficulty,
2 and responsibility, and requiring comparable qualifications.

3 Grade GS-12 includes all classes of positions the duties
4 of which are (1) to perform, under general administrative
5 supervision, with wide latitude for the exercise of inde-
6 pendent judgment, work of a very high order of difficulty
7 and responsibility along special technical, supervisory, or
8 administrative lines in office, business, or fiscal administra-
9 tion, requiring (A) extended specialized, supervisory, or
10 administrative training and experience which has demon-
11 strated leadership and attainments of a high order in special-
12 ized or administrative work, and (B) intimate grasp of a
13 specialized and complex subject matter or of the profession,
14 art, or science involved; (2) under general administrative
15 supervision, and with wide latitude for the exercise of in-
16 dependent judgment, to perform professional, scientific, or
17 technical work of marked difficulty and responsibility requir-
18 ing extended professional, scientific, or technical training
19 and experience which has demonstrated leadership and
20 attainments of a high order in professional, scientific, or
21 technical research, practice, or administration; or (3) to
22 perform other work of equal importance, difficulty, and
23 responsibility, and requiring comparable qualifications.

24 Grade GS-13 includes all classes of positions the duties

1 of which are (1) to perform, under administrative direction,
2 with wide latitude for the exercise of independent judgment,
3 work of unusual difficulty and responsibility along special
4 technical, supervisory, or administrative lines, requiring ex-
5 tended specialized, supervisory, or administrative training
6 and experience which has demonstrated leadership and
7 marked attainments; (2) to serve as assistant head of a
8 major organization involving work of comparable level
9 within a bureau; (3) to perform, under administrative direc-
10 tion, with wide latitude for the exercise of independent
11 judgment, work of unusual difficulty and responsibility re-
12 quiring extended professional, scientific, or technical training
13 and experience which has demonstrated leadership and
14 marked attainments in professional, scientific, or technical
15 research, practice, or administration; or (4) to perform other
16 work of equal importance, difficulty, and responsibility, and
17 requiring comparable qualifications.

18 Grade GS-14 includes all classes of positions the duties
19 of which are (1) to perform, under general administrative
20 direction, with wide latitude for the exercise of independent
21 judgment, work of exceptional difficulty and responsibility
22 along special technical, supervisory, or administrative lines
23 which has demonstrated leadership and unusual attainments;
24 (2) to serve as head of a major organization within a bureau
25 involving work of comparable level; (3) to plan and direct

1 or to plan and execute major professional, scientific, technical,
2 administrative, fiscal, or other specialized programs, requiring
3 extended training and experience which has demonstrated
4 leadership and unusual attainments in professional, scientific,
5 or technical research, practice, or administration, or in ad-
6 ministrative, fiscal, or other specialized activities; or (4) to
7 perform consulting or other professional, scientific, technical,
8 administrative, fiscal, or other specialized work of equal
9 importance, difficulty, and responsibility, and requiring com-
10 parable qualifications.

11 Grade GS-15 includes all classes of positions the duties
12 of which are (1) to perform, under general administrative
13 direction, with very wide latitude for the exercise of
14 independent judgment, work of outstanding difficulty and
15 responsibility along special technical, supervisory, or
16 administrative lines which has demonstrated leadership and
17 exceptional attainments; (2) to serve as head of a major
18 organization within a bureau involving work of comparable
19 level; (3) to plan and direct or to plan and execute special-
20 ized programs of marked difficulty, responsibility, and na-
21 tional significance, along professional, scientific, technical,
22 administrative, fiscal, or other lines, requiring extended
23 training and experience which has demonstrated leadership
24 and unusual attainments in professional, scientific, or tech-

1 nical research, practice, or administration, or in administra-
2 tive, fiscal, or other specialized activities; or (4) to perform
3 consulting or other professional, scientific, technical, ad-
4 ministrative, fiscal, or other specialized work of equal
5 importance, difficulty, and responsibility, and requiring
6 comparable qualifications.

7 Grade GS-16 includes all classes of positions the duties
8 of which are (1) to perform, under general administrative
9 direction, with unusual latitude for the exercise of independ-
10 ent judgment, work of outstanding difficulty and responsi-
11 bility along special technical, supervisory, or administrative
12 lines which has demonstrated leadership and exceptional
13 attainments; (2) to serve as the head of a major organiza-
14 tion involving work of comparable level; (3) to plan and
15 direct or to plan and execute professional, scientific, technical,
16 administrative, fiscal, or other specialized programs of un-
17 usual difficulty, responsibility, and national significance, re-
18 quiring extended training and experience which has demon-
19 strated leadership and exceptional attainments in professional,
20 scientific, or technical research, practice, or administration,
21 or in administrative, fiscal, or other specialized activities; or
22 (4) to perform consulting or other professional, scientific,
23 technical, administrative, fiscal, or other specialized work of
24 equal importance, difficulty, and responsibility, and requiring
25 comparable qualifications,

1 Grade GS-17 includes all classes of positions the duties
2 of which are (1) to serve as the head of a bureau where
3 the position, considering the kind and extent of the author-
4 ities and responsibilities vested in it, and the scope, com-
5 plexity, and degree of difficulty of the activities carried on,
6 is of a high order among the whole group of positions of
7 heads of bureaus; (2) to plan and direct or to plan and
8 execute professional, scientific, technical, administrative,
9 fiscal, or other specialized programs of exceptional difficulty,
10 responsibility, and national significance, requiring extended
11 training and experience which has demonstrated exceptional
12 leadership and attainments in professional, scientific, or
13 technical research, practice, or administration, or in adminis-
14 trative, fiscal, or other specialized activities; or (3) to per-
15 form consulting or other professional, scientific, technical,
16 administrative, fiscal, or other specialized work of equal
17 importance, difficulty, and responsibility, and requiring com-
18 parable qualifications.

19 Grade GS-18 includes all classes of positions the duties
20 of which are (1) to serve as the head of a bureau where the
21 position, considering the kind and extent of the authorities
22 and responsibilities vested in it, and the scope, complexity,
23 and degree of difficulty of the activities carried on, is ex-
24 ceptional and outstanding among the whole group of posi-
25 tions of heads of bureaus; (2) to plan and direct or to plan

1 and execute frontier or unprecedented professional, scientific,
2 technical, administrative, fiscal, or other specialized programs
3 of outstanding difficulty, responsibility, and national sig-
4 nificance, requiring extended training and experience which
5 has demonstrated outstanding leadership and attainments in
6 professional, scientific, or technical research, practice, or
7 administration, or in administrative, fiscal, or other special-
8 ized activities; or (3) to perform consulting or other pro-
9 fessional, scientific, technical, administrative, fiscal, or other
10 specialized work of equal importance, difficulty, and responsi-
11 bility, and requiring comparable qualifications.

12 (b) The Crafts, Protective, and Custodial Schedule shall
13 be divided into grades of difficulty and responsibility of
14 work, as follows:

15 CRAFTS, PROTECTIVE, AND CUSTODIAL SCHEDULE

16 Grade CPC-1 includes all classes of positions the duties
17 of which are to run errands, to check parcels, or to perform
18 other light manual tasks with little or no responsibility.

19 Grade CPC-2 includes all classes of positions the duties
20 of which are to handle desks, mail sacks, and other heavy
21 objects, and to perform similar work ordinarily required of
22 unskilled laborers; to pass coal; to clean office rooms; to
23 perform regular messenger work with little responsibility; or
24 to perform other work of equal difficulty and responsibility
25 and requiring comparable qualifications.

1 Grade CPC-3 includes all classes of positions the duties
2 of which are to perform, under immediate supervision, cus-
3 todial, or office labor work with some degree of responsi-
4 bility; to operate paper-cutting, canceling, envelope-opening,
5 or envelope-sealing machines; to fire and keep up steam in
6 low-pressure boilers used for heating purposes, and to clean
7 boilers and oil machinery and related apparatus; to operate
8 passenger automobiles or light-duty trucks; to pack goods
9 for shipment; to work as leader of a group of charwomen;
10 to perform messenger work and do light manual or office-
11 labor tasks with some responsibility; to carry important
12 documents from one office to another, or attend the door
13 and private office of a public officer; or to perform other
14 work of equal difficulty and responsibility and requiring
15 comparable qualifications.

16 Grade CPC-4 includes all classes of positions the duties
17 of which are to perform, under general supervision, custodial
18 work of a responsible character; to guard office or storage
19 buildings; to supervise and direct a force of unskilled labor-
20 ers; to fire and to keep up steam in high-pressure boilers
21 and to operate other equipment used in connection with such
22 boilers; to perform general, semimechanical, new, or repair
23 work requiring some skill with hand tools; to work as craft
24 or trade helper; to operate heavy-duty trucks, semitrailers,
25 or tractor trailers; to operate a passenger automobile for a

1 department head or officer of comparable rank; to attend
2 the door of a private office of a department head or officer
3 of comparable rank; or to perform other work of equal
4 difficulty and responsibility and requiring comparable quali-
5 fications.

6 Grade CPC-5 includes all classes of positions the duties
7 of which are to guard property of great value while in
8 transit; to supervise the operation and maintenance of a
9 low-capacity heating plant and its auxiliary equipment; or
10 to perform other work of equal difficulty and responsibility
11 and requiring comparable qualifications.

12 Grade CPC-6 includes all classes of positions the duties
13 of which are to have immediate direction of a detachment
14 of building guards; to perform the work of a skilled mechanic;
15 to repair office appliances; or to perform other work of
16 equal difficulty and responsibility and requiring comparable
17 qualifications.

18 Grade CPC-7 includes all classes of positions the duties
19 of which are to assist in the general supervision of a force
20 of building guards; to work as leader of a group of skilled
21 mechanics; or to perform other work of equal difficulty and
22 responsibility and requiring comparable qualifications.

23 Grade CPC-8 includes all classes of positions the duties
24 of which are to have general supervision over a force of build-
25 ing guards; to supervise the operation of a mechanical shop;
26 to direct skilled mechanics and other employees engaged in

1 the operation and maintenance of equipment providing heat-
2 ing, ventilating, air conditioning, power, and sanitation in
3 one or more public buildings; or to perform other work of
4 equal difficulty and responsibility and requiring comparable
5 qualifications.

6 Grade CPC-9 includes all classes of positions the duties
7 of which are to direct supervisory and office assistants, me-
8 chanics, guards, elevator operators, laborers, janitors, and
9 other employees engaged in the custody, maintenance, and
10 protection of a public building; or to assist in the direction
11 of such employees when engaged in similar duties in a group
12 of buildings; or to perform other work of equal difficulty and
13 responsibility and requiring comparable qualifications.

14 Grade CPC-10 includes all classes of positions the duties
15 of which are to direct supervisory and office assistants, me-
16 chanics, guards, elevator operators, laborers, janitors, and
17 other employees engaged in the custody, maintenance, and
18 protection of a group of public buildings; or to perform other
19 work of equal difficulty and responsibility and requiring com-
20 parable qualifications.

21 SEC. 603. (a) Except as provided in subsection (c)
22 (2), the rates of basic compensation with respect to officers,
23 employees, and positions to which this Act applies shall
24 be in accordance with the schedules of per annum rates
25 contained in subsections (b) and (c) (1).

- (b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates						
GS-1-----	\$2,186	\$2,266	\$2,346	\$2,426	\$2,506	\$2,586	\$2,666
GS-2-----	\$2,384	\$2,464	\$2,544	\$2,624	\$2,704	\$2,784	\$2,864
GS-3-----	\$2,600	\$2,680	\$2,760	\$2,840	\$2,920	\$3,000	\$3,080
GS-4-----	\$2,824	\$2,904	\$2,984	\$3,064	\$3,144	\$3,224	\$3,304
GS-5-----	\$3,075	\$3,200	\$3,325	\$3,450	\$3,575	\$3,700	\$3,825
GS-6-----	\$3,451	\$3,576	\$3,701	\$3,826	\$3,951	\$4,076	\$4,201
GS-7-----	\$3,827	\$3,952	\$4,077	\$4,202	\$4,327	\$4,452	\$4,577
GS-8-----	\$4,200	\$4,325	\$4,450	\$4,575	\$4,700	\$4,825	\$4,950
GS-9-----	\$4,600	\$4,725	\$4,850	\$4,975	\$5,100	\$5,225	\$5,350
GS-10-----	\$5,000	\$5,125	\$5,250	\$5,375	\$5,500	\$5,625	\$5,750
GS-11-----	\$5,400	\$5,600	\$5,800	\$6,000	\$6,200	\$6,400	
GS-12-----	\$6,400	\$6,600	\$6,800	\$7,000	\$7,200	\$7,400	
GS-13-----	\$7,600	\$7,800	\$8,000	\$8,200	\$8,400	\$8,600	
GS-14-----	\$8,800	\$9,000	\$9,200	\$9,400	\$9,600	\$9,800	
GS-15-----	\$10,000	\$10,250	\$10,500	\$10,750	\$11,000		
GS-16-----	\$11,500	\$11,750	\$12,000	\$12,250	\$12,500		
GS-17-----	\$13,000	\$13,250	\$13,500	\$13,750	\$14,000		
GS-18-----	\$15,000						

- (c) (1) The compensation schedule for the Crafts, Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates						
CPC-1-----	\$1,510	\$1,570	\$1,630	\$1,690	\$1,750	\$1,810	\$1,870
CPC-2-----	\$2,120	\$2,190	\$2,260	\$2,330	\$2,400	\$2,470	\$2,540
CPC-3-----	\$2,252	\$2,332	\$2,412	\$2,492	\$2,572	\$2,652	\$2,732
CPC-4-----	\$2,450	\$2,530	\$2,610	\$2,690	\$2,770	\$2,850	\$2,930
CPC-5-----	\$2,674	\$2,754	\$2,834	\$2,914	\$2,994	\$3,074	\$3,154
CPC-6-----	\$2,900	\$2,980	\$3,060	\$3,140	\$3,220	\$3,300	\$3,380
CPC-7-----	\$3,125	\$3,225	\$3,325	\$3,425	\$3,525	\$3,625	\$3,725
CPC-8-----	\$3,400	\$3,525	\$3,650	\$3,775	\$3,900	\$4,025	\$4,150
CPC-9-----	\$3,775	\$3,900	\$4,025	\$4,150	\$4,275	\$4,400	\$4,525
CPC-10-----	\$4,150	\$4,275	\$4,400	\$4,525	\$4,650	\$4,775	\$4,900

- (2) Charwomen working part time shall be paid at the rate of \$2,400 per annum, and head charwomen working part time at the rate of \$2,540 per annum.

- (d) Whenever payment is made on the basis of a daily, hourly, weekly, or monthly rate, such rate shall be computed from the appropriate annual rate specified in subsection (b) or (c) by the method prescribed in section 604 (d) of the Federal Employees Pay Act of 1945.

1 SEC. 604. (a) For the purpose of making initial adjust-
2 ments to the classification grades provided in this Act, posi-
3 tions which are required to be compensated in accordance
4 with this Act and which were immediately prior to the effec-
5 tive date of this title in the professional and scientific service,
6 the subprofessional service, the clerical, administrative, and
7 fiscal service, or the crafts, protective, and custodial service
8 of the Classification Act of 1923, as amended, are hereby
9 allocated to corresponding grades of the General Schedule or
10 the Crafts, Protective, and Custodial Schedule as set forth
11 below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General schedule	Crafts, protective, and custodial schedule
-----	1	-----	-----	GS-1	-----
-----	2	1	-----	GS-1	-----
-----	3	2	-----	GS-2	-----
-----	4	3	-----	GS-3	-----
-----	5	4	-----	GS-4	-----
1	6	5	-----	GS-5	-----
-----	7	6	-----	GS-6	-----
2	8	7	-----	GS-7	-----
-----	-----	8	-----	GS-8	-----
3	-----	9	-----	GS-9	-----
-----	-----	10	-----	GS-10	-----
4	-----	11	-----	GS-11	-----
5	-----	12	-----	GS-12	-----
6	-----	13	-----	GS-13	-----
7	-----	14	-----	GS-14	-----
8	-----	15	-----	GS-15	-----
-----	-----	-----	1	-----	CPC-1
-----	-----	-----	2	-----	CPC-2
-----	-----	-----	3	-----	CPC-3
-----	-----	-----	4	-----	CPC-4
-----	-----	-----	5	-----	CPC-5
-----	-----	-----	6	-----	CPC-6
-----	-----	-----	7	-----	CPC-7
-----	-----	-----	8	-----	CPC-8
-----	-----	-----	9	-----	CPC-9
-----	-----	-----	10	-----	CPC-10

1 (b) The rates of basic compensation of officers and em-
2 ployees to whom this Act applies shall be initially adjusted
3 as follows:

4 (1) In all cases where the number of pay rates
5 within a grade specified in this Act is the same as in
6 the corresponding grade of the Classification Act of
7 1923, as amended, employees shall have the same rela-
8 tive pay rate of the new grade, except as provided in
9 paragraphs (2), (10), and (11) of this subsection.

10 (2) Employees in grade 2 of the subprofessional
11 service immediately prior to the effective date of this
12 title, at the first, second, third, fourth, fifth, sixth, and
13 seventh rate shall have the second, third, fourth, fifth,
14 sixth, seventh, and seventh rate, respectively, of grade
15 1 of the General Schedule.

16 (3) Employees in grade 1 of the crafts, protective,
17 and custodial service immediately prior to the effective
18 date of this title, at the first, second, third, fourth, and
19 fifth rate shall have the first, third, fourth, sixth, and
20 seventh rate, respectively, of grade 1 of the Crafts, Pro-
21 tective, and Custodial Schedule.

22 (4) Employees in grades 2 and 3 of the crafts,
23 protective, and custodial service immediately prior to the
24 effective date of this title, shall have the same relative

1 pay rate of the first six rates of grades 2 and 3, respec-
2 tively, of the Crafts, Protective, and Custodial Schedule.

3 (5) Employees in grade 4 of the professional and
4 scientific service and grade 11 of the clerical, adminis-
5 trative, and fiscal service immediately prior to the
6 effective date of this title, at the first, second, third,
7 fourth, and fifth rate shall have the first, second, third,
8 fourth, and sixth rate, respectively, of grade 11 of the
9 General Schedule.

10 (6) Employees in grade 5 of the professional and
11 scientific service and grade 12 of the clerical, adminis-
12 trative, and fiscal service immediately prior to the
13 effective date of this title, at the first, second, third,
14 fourth, and fifth rate shall have the first, second, third,
15 fourth, and fifth rate, respectively, of grade 12 of the
16 General Schedule.

17 (7) Employees in grade 6 of the professional and
18 scientific service and grade 13 of the clerical, adminis-
19 trative, and fiscal service immediately prior to the
20 effective date of this title, at the first, second, third,
21 fourth, and fifth rate shall have the first, second, third,
22 fourth, and fifth rate, respectively, of grade 13 of the
23 General Schedule.

24 (8) Employees in grade 7 of the professional and

1 scientific service and grade 14 of the clerical, adminis-
2 trative, and fiscal service immediately prior to the
3 effective date of this title, at the first, second, third,
4 fourth, and fifth rate shall have the first, second, third,
5 fifth, and sixth rate, respectively, of grade 14 of the
6 General Schedule.

7 (9) Employees in grade 8 of the professional and
8 scientific service and grade 15 of the clerical, adminis-
9 trative, and fiscal service immediately prior to the effec-
10 tive date of this title, at the first and second rate of the
11 grade shall have the third rate of grade 15 of the
12 General Schedule.

13 (10) Employees receiving a rate of basic compen-
14 sation, authorized by law, immediately prior to the effec-
15 tive date of this title, in excess of the appropriate new
16 rate of the grade as determined under paragraphs (1)
17 to (9), inclusive, and paragraph (11), may continue
18 to receive such rate so long as they remain in the same
19 position and grade, but when any such position becomes
20 vacant, the rate of basic compensation of any subse-
21 quent appointee shall be fixed in accordance with this
22 Act.

23 (11) Employees in grade 1 of the subprofessional
24 service immediately prior to the effective date of this
25 title, at the first, second, third, fourth, fifth, sixth, and

seventh rate shall have the first, first, second, third, fourth, fifth, and sixth rate, respectively, of grade 1 of the General Schedule.

SEC. 605. Any increase in rate of basic compensation by reason of the enactment of this title shall not be regarded as an "equivalent increase" in compensation within the meaning of section 701.

TITLE VII—STEP-INCREASES

SEC. 701. (a) Each officer or employee compensated on a per annum basis, and occupying a permanent position within the scope of the compensation schedules fixed by this Act, who has not attained the maximum scheduled rate of compensation for the grade in which his position is placed, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of (1) each fifty-two calendar weeks of service if his position is in a grade in which the step-increases are less than \$200, or (2) each seventy-eight calendar weeks of service if his position is in a grade in which the step-increases are \$200 or more, subject to the following conditions:

(A) That no equivalent increase in compensation from any cause was received during such period, except increase made pursuant to section 702;

1 (B) That his current efficiency rating is “good” or
2 better than “good”;

3 (C) That the service and conduct of such officer or
4 employee are certified as being otherwise satisfactory
5 by the department; and

6 (D) That the benefit of successive step-increases
7 shall be preserved, under regulations issued by the Com-
8 mission, for officers and employees whose continuous
9 service is interrupted in the public interest by service
10 with the armed forces or by service in essential non-
11 Government civilian employment during a period of
12 war or national emergency.

13 (b) The term “good” as used in this title shall have the
14 same meaning as when used in the systems of efficiency
15 rating established pursuant to title IX of this Act.

16 SEC. 702. (a) Within the limit of available appropri-
17 ations and in accordance with standards promulgated by the
18 Commission, each department is authorized, subject to prior
19 approval by the Commission (except as provided in sub-
20 section (b)), to make additional step-increases as a reward
21 for superior accomplishment, but no officer or employee shall
22 be eligible for more than one such additional step-increase
23 within each of the time periods specified in section 701 (a).

24 (b) The Commission is authorized to delegate to any

1 department the authority to make the additional step-
2 increases provided for in this section, without prior approval
3 in individual cases by the Commission. The Commission
4 may withdraw or suspend such authority whenever review
5 of such actions by the Commission indicates that standards
6 promulgated by the Commission have not been observed,
7 and may restore such authority whenever it is satisfied that
8 subsequent actions will be taken in conformance with such
9 standards.

10 (c) Each department shall report to the Commission all
11 actions taken under this section, together with the reasons
12 therefor. The Commission shall submit an annual report to
13 Congress covering the numbers and types of actions taken
14 under this section.

15 SEC. 703. (a) Subject to subsection (b), and as a re-
16 ward for long and faithful service, each department shall
17 grant an additional step-increase (to be known as a lon-
18 gevity step-increase) beyond the maximum scheduled rate of
19 the grade in which his position is placed, to each officer or
20 employee for each three years of continuous service completed
21 by him at such maximum rate or at a rate in excess thereof
22 authorized by this section without change of grade or rate
23 of basic compensation except such change as may be pre-
24 scribed by any provision of law of general application.

1 (b) (1) No officer or employee shall be entitled to a
2 longevity step-increase while holding a position in any grade
3 above grade 10 of the General Schedule.

4 (2) No officer or employee shall receive a longevity
5 step-increase unless his current efficiency rating is "good"
6 or better than "good", and his service and conduct are certi-
7 fied as being otherwise satisfactory by the department.

8 (3) No officer or employee shall receive more than one
9 longevity step-increase for any three years of continuous
10 service.

11 (4) Each longevity step-increase shall be equal to the
12 largest step between any two consecutive rates of the grade
13 in which the position of the officer or employee is placed.

14 (5) Not more than three successive longevity step-
15 increases may be granted to any officer or employee.

16 (6) The officer or employee shall have had, in the ag-
17 gregate, not less than ten years of service in the position
18 which he then occupies, or in positions of equivalent or higher
19 class or grade.

20 (c) When an officer or employee, receiving basic com-
21 pensation at a rate in excess of the maximum scheduled
22 rate for his grade under section 604 (b) (10), section
23 1005 (b), or any other provision of law, is eligible for his

1 first longevity step-increase beyond the maximum rate of
2 such grade he shall—

3 (1) receive total basic compensation which is equal
4 to the basic compensation at the maximum scheduled
5 rate for his grade plus such first longevity step-increase,
6 or

7 (2) continue to receive compensation at such rate
8 in excess of the maximum scheduled rate for his grade,
9 if the compensation at such rate is higher than the total
10 basic compensation specified in paragraph (1).

11 In case any such officer or employee receiving compensa-
12 tion under paragraph (2) is eligible for a subsequent suc-
13 cessive longevity step-increase, he shall—

14 (A) receive the same total basic compensation
15 which he would be entitled to receive after such sub-
16 sequent longevity step-increase, if his total basic com-
17 pensation had, at the time he was eligible for his first
18 longevity step-increase, been determined under para-
19 graph (1), or

20 (B) continue to receive compensation under para-
21 graph (2) if such compensation is higher than the total
22 basic compensation specified in paragraph (A).

23 SEC. 704. In computing length of service for the pur-

poses of this title, service immediately preceding the effective date of this title shall be counted toward (1) one step-increase under section 701 and one additional step-increase under section 702, or (2) longevity step-increases under section 703, as the case may be.

SEC. 705. This title shall not apply to the compensation of persons appointed by the President, by and with the advice and consent of the Senate.

TITLE VIII—GENERAL COMPENSATION. RULES

SEC. 801. All new appointments shall be made at the minimum rate of the appropriate class or grade.

SEC. 802. (a) The rate of basic compensation to be received by any officer or employee to whom this Act applies shall be governed by regulations issued by the Commission in conformity with this Act when—

(1) he is transferred from a position to which this Act does not apply;

(2) he is transferred from any position to which this Act applies to another such position;

(3) he is demoted to a position in a lower class or grade;

(4) he is reinstated, reappointed, or reemployed;

(5) his type of appointment is changed;

(6) his employment status is otherwise changed; or

1 (7) his position is changed from one class or grade
2 to another class or grade.

3 (b) Any officer or employee who is promoted or trans-
4 ferred to a position in a higher class or grade shall receive
5 basic compensation at the lowest rate of the higher class or
6 grade which is at least one step-increase above his existing
7 rate of basic compensation. If, in the case of any officer or
8 employee so promoted or transferred who is receiving (1)
9 one or more longevity step-increases under section 703, or
10 (2) basic compensation at a rate in excess of the maximum
11 scheduled rate for his grade under section 604 (b) (10).
12 section 1005 (b), or any other provision of law, there is no
13 rate in such higher class or grade which is at least one step-
14 increase above his existing rate of basic compensation, he
15 shall receive (A) the maximum scheduled rate of such
16 higher grade, or (B) his existing rate of basic compensation,
17 if such existing rate is the higher.

18 TITLE IX—EFFICIENCY RATINGS

19 SEC. 901. (a) The Commission shall establish and may
20 revise uniform systems of efficiency rating for the appraisal
21 of the service of officers and employees in positions in the
22 classes and grades provided by this Act. Such systems shall
23 set forth degrees of efficiency which shall constitute ground
24 for (1) the recognition of outstanding performance, (2) the

1 granting of increases in the rate of compensation, (3) con-
2 tinuance at the existing rate of compensation, (4) decrease
3 in the rate of compensation of officers and employees who
4 at the time are above the middle rate for the grade in which
5 their positions are placed, and (5) removal from the position
6 or dismissal from the service.

7 (b) Each department shall rate in accordance with such
8 systems the efficiency of each officer or employee under its
9 jurisdiction. Ratings shall be open to inspection by repre-
10 sentatives of the Commission and by officers and employees
11 of the department in accordance with regulations issued by
12 the Commission. Each officer or employee shall have the
13 right to inspect the detailed report of his own rating.

14 (c) Reductions in compensation, removals from posi-
15 tions, or dismissals from the service shall be made by the
16 departments whenever the efficiency ratings warrant.

17 SEC. 902. (a) There shall be established in each de-
18 partment one or more boards of review each of which shall
19 be composed of three members. One member, who shall
20 serve as chairman, shall be designated by the Commission;
21 one member shall be designated by the department con-
22 cerned; and one member shall be designated by the officers
23 and employees of the department concerned in such manner
24 as may be determined by the Commission.

25 (b) Alternate members shall be designated in the same

1 manner as their respective principal members. The boards
2 of review shall meet at the call of their respective chairmen
3 for the purpose of considering and passing upon the merits
4 of such efficiency ratings assigned to officers and employees
5 as may be submitted to such boards of review as hereinafter
6 provided.

7 (c) Any officer or employee shall, upon written request
8 to the chairman of the appropriate board of review of his
9 department, be entitled as a matter of right to a hearing and
10 a review by such board of review of his efficiency rating.
11 At the hearing the officer or employee, and such representa-
12 tive as he may designate, and such representatives of
13 the department as may be designated by the depart-
14 ment, shall be afforded an opportunity (1) to submit orally
15 or in writing any information deemed by the board of re-
16 view to be pertinent to the case, and (2) to hear or examine,
17 and reply to, any such information submitted to such board
18 by other parties. After any such hearing the board may
19 make such adjustment in any such efficiency rating as it
20 may find to be proper.

21 TITLE X—GENERAL PROVISIONS

22 SEC. 1001. The Commission is hereby authorized to
23 issue such regulations as may be necessary for the admin-
24 istration of this Act.

25 SEC. 1002. The Commission shall prepare and submit

1 to the President an annual report with respect to the rates
2 of compensation under, and the administration of, this Act.
3 The President shall submit an annual report to Congress
4 which shall contain, among other matters, such recommenda-
5 tions, based upon the report of the Commission, as he may
6 deem advisable.

7 SEC. 1003. In the administration of this Act, there shall
8 be no discrimination with respect to any person, or with
9 respect to the position held by any person, on account of
10 sex, marital status, race, creed, or color.

11 SEC. 1004. Nothing in this Act shall be construed to
12 affect the application to officers and employees to whom this
13 Act applies of the veteran-preference provisions in the Civil
14 Service Act, as amended, and the Veterans' Preference Act
15 of 1944, as amended.

16 SEC. 1005. (a) Except as provided in subsection (b) —
17 (1) titles VI, VII, VIII, and XI shall take effect
18 on the first day of the first pay period which begins
19 after the date of enactment of this Act;

20 (2) all other provisions of this Act shall take effect
21 upon enactment.

22 (b) With respect to any position which, immediately
23 prior to the date of enactment of this Act, is not subject
24 to the Classification Act of 1923, as amended (including

1 positions in grade 9 of the professional and scientific service
2 or in grade 16 of the clerical, administrative, and fiscal
3 service referred to in section 13 of such Act), but to which
4 this Act applies, this Act shall take effect on a date specified
5 by the Commission, but not later than the first day of the
6 first pay period which begins after six months following the
7 date of enactment of this Act. An officer or employee oc-
8 cupying any such position on such effective date, and re-
9 ceiving basic compensation at a rate in excess of the appro-
10 priate rate of the grade in which such position is placed,
11 shall continue to receive basic compensation without change
12 in rate until (1) he leaves such position, or (2) - he is
13 entitled to receive basic compensation at a higher rate by
14 reason of the operation of title V or VII. When such
15 position is vacated by such officer or employee, the rate of
16 basic compensation of any subsequent appointee shall be
17 fixed in accordance with this Act.

18 SEC. 1006. Whenever reference is made in any other
19 law to the Classification Act of 1923, as amended, such
20 reference shall be held and considered to mean this Act.
21 Whenever reference is made in any other law to a grade of
22 the Classification Act of 1923, as amended, such reference
23 shall be held and considered to mean the corresponding
24 grade shown in section 604 of this Act.

1 SEC. 1007. There are hereby authorized to be appro-
2 priated such sums as may be necessary to carry out the pro-
3 visions of this Act.

4 TITLE XI—MISCELLANEOUS PROVISIONS

5 SEC. 1101. (a) Section 603 (b) of the Federal Em-
6 ployees Pay Act of 1945, as amended, is hereby amended
7 by striking out “\$10,330” and inserting in lieu thereof
8 “\$10,500”.

9 (b) Section 7 (b) of the Federal Employees Pay Act
10 of 1946, as amended, is hereby amended by striking out
11 “\$10,330” and inserting in lieu thereof “\$10,500”.

12 (c) Section 303 (c) of the Postal Rate Revision and
13 Federal Employees Salary Act of 1948 is hereby amended
14 by striking out “\$10,330” and inserting in lieu thereof
15 “\$10,500”.

16 SEC. 1102. The following laws and parts of laws are
17 hereby repealed:

18 (1) The Classification Act of 1923, as amended;

19 (2) Public Resolution Numbered 36, Sixty-eighth Con-
20 gress, approved June 7, 1924 (43 Stat. 669);

21 (3) Public, Numbered 555, Seventieth Congress, ap-
22 proved May 28, 1928 (45 Stat. 776), as amended;

23 (4) Public, Numbered 523, Seventy-first Congress,
24 approved July 3, 1930 (46 Stat. 1003), as amended;

1 (5) Sections 505, 506, 507, 508, and 509 of the
2 Economy Act, approved June 30, 1932 (47 Stat. 416) ;

3 (6) Sections 3, 4, 5, 6, and 7 of Public, Numbered
4 880, Seventy-sixth Congress, approved November 26, 1940
5 (54 Stat. 1212) , as amended ;

6 (7) Public Law 200 (except section 6 thereof), Sev-
7 enty-seventh Congress, approved August 1, 1941 (55 Stat.
8 613) ;

9 (8) Public Law 694, Seventy-seventh Congress, ap-
10 proved August 1, 1942 (56 Stat. 733) ;

11 (9) Title IV of the Federal Employees Pay Act of
12 1945, approved June 30, 1945 (59 Stat. 298) ; and

13 (10) Sections 2 and 12 of the Federal Employees Pay
14 Act of 1946, approved May 24, 1946 (60 Stat. 216, 219) .

15 SEC. 1103. All laws or parts of laws inconsistent with
16 this Act are hereby repealed to the extent of such
17 inconsistency.

Passed the House of Representatives September 28,
1949.

Attest:

RALPH R. ROBERTS,

Clerk.

AN ACT

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

SEPTEMBER 29 (legislative day, SEPTEMBER 3), 1949

Read twice and ordered to be placed on the calendar

printed in full in the body of the RECORD, at this point, as a part of my remarks.

There being no objection, the statement was ordered to be printed in the RECORD, as follows:

STATEMENT BY EUGENE HOLMAN, PRESIDENT, STANDARD OIL CO. (NEW JERSEY), BEFORE THE INVESTMENT SUBCOMMITTEE OF THE JOINT COMMITTEE ON THE ECONOMIC REPORT, WASHINGTON, D. C., SEPTEMBER 27, 1949

My name is Eugene Holman. I am the president of Standard Oil Co. (New Jersey), and have been associated with that firm for 30 years. On behalf of my company I welcome this opportunity to talk with the subcommittee on the important subject of investment.

Jersey Standard is an American company which has engaged actively in business in the United States and in many other parts of the world for many years. Since the end of the war, Jersey Standard and its affiliates have spent for capital purposes amounts equivalent to approximately one and one-half billion dollars here and in foreign countries. On the basis of wide experience we recognize certain principles and influences affecting investments. Some of these factors are peculiar to oil. Our product, for example, is one requiring heavy capital outlay just to find. And its discovery is only the beginning of the need for capital investment. Many of the factors I shall mention, however, apply to all American enterprises conducting business at home or abroad.

Of course, the fundamental basis of investment is the making of profits. Profits both create and attract capital funds which are the source of investments.

It seems plain that economic well-being is directly dependent on the flow of capital funds. These funds make jobs for those who build productive equipment. They make jobs for those who operate the equipment and who distribute the products to consumers. And they give consumers more and better goods. Investment creates both goods and—no less important—the purchasing power to buy goods.

Investment—even in established businesses—must be relatively continuous. What are the reasons behind the need for a continuing flow of investment funds into our economy? There are many, among which I would name these as important:

1. The rise of consumer demand. As populations grow and as living standards rise, consumer demand is increased. To keep pace with consumer demand calls for more capital investment with which additional productive capacity can be built.

This continuing need to meet rising consumer demand has been one of the main factors influencing my company's decisions to make unusually heavy investments for productive facilities in the recent past. Consumers in the United States, for example, want 86 percent more petroleum products now than they did in 1938. In areas where affiliates of our company operate abroad, they want 61 percent more.

2. The replacement of worn-out and obsolete equipment. Even apart from the growth of consumer demand, there is a need for investment just to replace worn-out plants. It is a case of having to run just to stand still.

3. The insurance of adequate raw material supplies. You are aware of the time, money, and effort required to find oil and get it into the hands of consumers. As oil from a given field is used up, new fields must be found. We know there is enough oil in the world for generations to come, but we would not consider ourselves as meeting our obligations unless we made every effort to continue to locate this oil.

4. The necessity to meet competition. The American oil industry has been characterized

by great technical vigor. Much as we would like to, we do not have all the good ideas in the business. When one of our competitors puts a new idea into practice, we often must make heavy investments to meet the new competition. Conversely, when we develop something new, our competitors must also invest to meet our advantage. This characteristic of American industry is not found to so high a degree anywhere else in the world. We believe it accounts largely for our Nation's industrial leadership. The highly competitive nature of the oil industry is one of the great stimulants to its large capital outlays.

5. The need to provide new products or services developed by research. Petroleum is a complex raw material. Our company is always looking for—and sometimes finds—useful new products which can be made economically from it. Large new sums must be invested to manufacture and distribute such a new product.

The oil industry in the post-war period has been engaged in the greatest capital expenditures program in its history. The magnitude of its undertakings is measured by the fact that from 1945 through 1949 the industry will have spent for additions to property, plant, and equipment in the United States a total of over \$11,000,000,000, equal to about two-thirds of the industry's entire gross investment in this country at the end of 1944.

I gather that this committee is interested in the specific as well as the broad principles influencing investment policies, and I think it will be of interest to you gentlemen to have a description of some points considered by our board when contemplating a possible investment. Many of these considerations apply to domestic investments. But because I understand this subcommittee is presently interested in the opinions of those companies active in foreign areas I shall speak mainly of investment problems abroad.

Foreign investment by Jersey Standard and its affiliates, in some cases, involves placing dollar funds in a foreign affiliate. Such dollars, of course, eventually find their way back to the United States to pay for exports of American goods. In other cases, equipment may be purchased in this country and sent to the affiliate abroad. In still other instances, the affiliate may plow back its own earnings, or funds may be raised abroad either through loans or by selling stock to local investors. Often a combination of methods is used.

In the oil business, we must of necessity make large investments abroad. One reason is the nature of our supplies. Oil deposits have been placed by nature in many sections of the globe, often far from the main centers of use. We have to invest money to find and produce from these scattered areas.

Not only in the producing end of the business but in refining also, the place of investment is affected by the location of crude supplies in relation to the markets for products. For example, as a result of rising European demand and the development of Middle East sources of crude, our affiliates are building increased refining capacity in Europe. Expanding United States refineries to supply these markets would be inefficient. It would mean bringing crude from Eastern Hemisphere sources, refining it, and shipping the products back to customers in Europe, Africa, or Asia.

A good example of this kind of activity is the present refinery development at Fawley, England, by Anglo-American Oil Co., an affiliate of Jersey Standard. The Fawley refinery is presently undergoing expansion from its previous capacity of 18,000 barrels of crude per day, to 110,000 barrels. Jersey Standard and Anglo-American are jointly making a \$150,000,000 investment in this refinery expansion.

The most obvious consideration for our Board in studying a prospective investment, of course, is whether it will make a profit.

This involves a large number of factors including the level of sales which seems likely for our products and getting paid for those sales. Of Jersey's total sales about half are made overseas. To a large extent, the oil sold overseas is produced and refined outside the United States. Consequently the problem of getting paid for oil sold abroad is vital to us. Today one of our main worries is caused by the difficulties—actual and prospective—in getting paid for our goods in currencies which we can use or which we can convert into useful funds.

This problem is not new but it has grown much worse during the past 10 years or so, mainly because sterling is no longer convertible into dollars. Foreigners would like to buy from the United States generally far more than Americans are interested in buying from them. Because of the unbalance which results, foreign nations have set up a complex network of regulations. In most countries it is impossible for an American company to sell its goods freely, to arrange for payment freely, or to invest freely. Dividends from a foreign affiliate may often not be convertible to dollars or only in limited amount.

These exchange control regulations are strangling international trade. Their tendency is exactly the opposite of the sound ECA purpose to restore world economic health by stimulating and freeing the flow of goods. Not only is the well-being of a particular country lowered by today's operation of exchange controls, but the effects spread out to the rest of the world. Western European customers, for example, cannot import today as much petroleum as they would like because they cannot pay for it. Their countries have set up import restrictions and exchange controls. Obviously this hindrance to sales reduces the willingness to make investments.

Exchange controls are not used in all cases simply as an aid to the rationing of petroleum or the conservation of dollars. In certain cases the operation of exchange control places American companies at a disadvantage compared with foreign companies. For example, American companies are unable to sell oil for sterling today. Some countries, though unable or unwilling to pay dollars for petroleum, would be able and willing to pay American companies in sterling. We on our side would be willing to accept sterling payment provided we were able to put these funds to use. We do not believe that permitting us to operate in sterling would occasion any important dollar drain on the United Kingdom. We hope that the current intergovernmental discussions of financial aspects of oil will establish a basis on which American oil companies can work out with the British Government a solution to these problems.

Another question our board will consider in studying investments concerns political risk—whether continuity of government may be so completely broken that contracts entered into under one government may be abrogated under a succeeding one, or whether there may be danger of actual expropriation.

To give an illustration, an affiliate of Jersey Standard had been active in Hungary since 1934. It discovered and produced the only petroleum ever found in commercial quantities in that country. It paid substantial royalties to the Hungarian Government. During the war the property was severely damaged. Last year our affiliate was expropriated by the Communist Government of Hungary, which tried to justify its action by false accusations. At the time of the seizure of our properties this affiliate had invested amounts with a book value of \$20,000,000—not including the crude dis-

covered but not produced—and had taken only \$206,000 in dividends from its investments.

Another question will be whether a particular nation, even though it does not break contracts nor seize property, may impose so many burdens and restrictions upon an enterprise as to make investment unattractive. Such measures might be the fixing by law of unrealistic price or wage levels, thus, making it impossible to operate at a profit; import or export barriers; high taxes. With respect to the latter, we all know that a government attempting to increase its revenue by higher and higher taxes may actually decrease its revenue by weakening the enterprises upon which taxes are levied.

The burdens I refer to may arise from ideological causes, or they may be expedients adopted as apparent—and I emphasize apparent—solutions to economic difficulties which a nation is going through. In either case, however, they will obviously discourage investment; also, such burdens may not be actually in existence but merely threatened. In this case, although the possibility of burdensome controls and taxes may not wholly prevent investment, it certainly will act as a retarding factor.

Then there is the problem of government monopoly. Some of the nations of Latin America furnish illustrations. For example, the government may forbid private business concerns to explore for, or produce, petroleum in the country. The country's economic problems probably cannot be solved without the liquid energy provided by oil, yet the absence of an atmosphere healthy to free investment prevents development of its oil resources.

In contrast with such a situation, you gentlemen are all aware of the current development of Canadian oil resources by private enterprise. Imperial Oil Ltd., our affiliate in that country, spent over \$20,000,000 before finding oil. But oil was found and Imperial now contemplates an additional investment of several times that amount to develop its find. Already substantial reserves have been located. This development will be a great contribution to the Canadian economy.

In summary, the two most important deterrents to Jersey's investment abroad nowadays are: First, increasing difficulty in trading among nations which arises from restrictions on convertibility of currencies, and, second, the nationalistic tendency of some governments not to allow Americans or other foreigners to take part in the oil business.

Countries in the process of raising their living standards offer choices as to where investments will be made. Our board, like the board of any United States enterprise, is inclined to make investment where it is most welcome. Often this may mean passing up the chance to invest in a country where exchange problems are too complex, where taxes are too high, or where nationalism is rampant. Instead, we will pick a nation where the economic climate is more favorable to capital investment.

Even when an investment opportunity, whether domestic or foreign, looks good, there is still the question: Where shall we get the money?

As you know, there are several avenues open to a corporation seeking funds. It can use equity financing or issue notes or bonds. It can sell some of its assets. It can use retained earnings. We have no rigid idea about how our company should be financed, but choose the method most desirable at the time when the money is needed. Since the war we have used all these methods. In recent years, when the oil industry has had to meet tremendous demands all over the world, an important factor in providing the enormous amounts of capital required has been a favorable level of earnings. These earnings have helped productivity and employment. In

addition to reinvesting earnings, however, we have issued notes and bonds, and increased our outstanding stock, and sold assets.

As members of an industry that provided four-fifths of the private investment made by American interests abroad last year—totaling \$1,500,000,000—we are disturbed by the worsening of the investment climate in many countries. It seems to us that such factors as the inconvertibility of currencies—particularly the pound sterling—and the growth of restrictive controls on private enterprise are steadily working against private investment.

Speaking as oilmen, we are specifically concerned by the world-wide problems of dollar oil and sterling oil. We know that part of the solution is up to us, but the final solution can only come with the cooperation of the governments involved. If this final solution does not provide full protection to American companies but results in substantial losses in their foreign business, it will strike a hard blow against American private investment abroad and, as you gentlemen realize, one of the most important means of balancing the position between the dollar and nondollar areas is through the outward flow of American investment capital.

In our opinion, other actions by the United States Government can aid in improving the foreign investment climate. Many good ones have been suggested under the Point 4 program. One of the best is for arrangements between this Government and others to insure fair treatment for American private investment abroad. This would help to strengthen friendly nations and to lessen their social and political problems.

We know that such actions would greatly increase our interest in putting money to work in other countries, to the benefit not only of those nations but our own. We feel that some salutary action by the United States Government is urgently needed if companies like ours are going to be able to continue foreign investment—if other companies are going to be attracted to a policy of foreign investment which is so badly needed and which now presents a very discouraging prospect indeed. We strongly support a United States Government policy which will encourage private investment abroad of American funds and techniques.

Upon the assessment by Jersey Standard's Board of the many factors I have mentioned depends our decision concerning investment of stockholders' funds. Usually each question cannot be answered by a straight "yes" or "no." If it could be, investment would not be the complex subject that it is.

Naturally, we try to make every investment a good one. But being human, we sometimes make mistakes. Further, there are conditions affecting investments over which the investor has no control—actions by other companies, wars, changes in tax rates, imposition of controls which, while perhaps well-intentioned, may have the result of actually depressing business. We believe that in our company we have able men who make as good forecasts as any that can be made. But the conditions existing at the time an investment decision is taken may change in a way that is entirely unforeseeable. In such circumstances, an investment may result in loss.

In this connection, I should like to emphasize that the profit expected from an investment cannot be precisely known in advance. In some instances, an investment may turn out to be more profitable than was anticipated. In others, the return may be less than expected, or longer in arriving. In still others, the investment may prove to be a losing proposition. A successful investment policy is one under which a company can sustain losses but make a profit on the whole.

Plainly, we should like nothing better than to be able to read the future so clearly that every investment decision would be to the greatest possible benefit of our stockholders, our customers, our employees, and society as a whole. But in this world, risk is inevitable. It is, perhaps, what makes human life human. By careful study, we do our best to minimize risk, but to think we could eliminate it entirely would be unrealistic.

The matter of careful study relates not only to the "where" of investment but also to the "when." We should like nothing better than to make our investment at periods when our money would buy the most—in other words, at times of low price levels. Under the profit system, managements have every incentive to minimize capital outlays when the costs of what they have to buy are high and maximize them when such costs are low.

But here again, many factors which a company cannot foresee, or over which it has no control, come into play. For example, during the war Jersey Standard and its affiliates were not able to undertake normal investments for replacement and for expansion to take care of the normal growth in civilian demand. Thus, at the end of the war, there was a great backlog of work to be done. A similar situation faced other oil companies. Materials were hard to get then, and prices were high. Yet the industry felt obliged to embark on major capital projects to meet consumers' wants. To have deferred investment in the hope of lower prices would have imposed hardship on consumers.

Finally, let me repeat what I have said earlier—a continuing flow of investment funds is basic to the health of our economy. It is vital to employment, production, and the creation of purchasing power. It is my earnest conviction that in America we have proved that the system of private competitive economy, providing many different centers of imagination, initiative, and judgment, and offering the incentive of reward for success, is by far the best way to assure investment flow.

So far as Jersey Standard is concerned, I can say that we believe that people's use of oil will continue on an upward trend far into the future. Under this circumstance, and while we continue to operate in a free private economy, Jersey Standard and its affiliates expect to continue investing on a very substantial scale in productive facilities here and overseas. We believe that such investment will be of real benefit to society.

THE POSITION-CLASSIFICATION AND PAY ACT OF 1949

Mr. LUCAS. Mr. President, I move that the Senate proceed to the consideration of Senate bill 2379. If we complete consideration of that bill this afternoon, I shall move to take up calendar No. 843, House bill 3191.

The PRESIDING OFFICER. The question is on agreeing to the motion of the Senator from Illinois [Mr. LUCAS].

Mr. SALTONSTALL. Mr. President, may I ask the Senator from Illinois to repeat the second part of his statement? What bill is proposed to be taken up following the bill to which the Senator referred?

Mr. LUCAS. If we complete consideration of the classified service pay bill this afternoon, I propose to ask the Senate to consider calendar No. 843, House bill 3191, a bill reported from the Committee on Labor and Public Welfare by my colleague [Mr. DOUGLAS]. That will be the last pay bill.

Mr. SALTONSTALL. What is the title of the bill?

Mr. LUCAS. The title of the bill is:

A bill to amend the act approved September 7, 1916 (ch. 458, 39 Stat. 742), entitled "An act to provide compensation for employees of the United States suffering injuries while in the performance of their duties, and for other purposes," as amended, by extending coverage to civilian officers of the United States and by making benefits more realistic in terms of present wage rates, and for other purposes.

The PRESIDING OFFICER. The question is on agreeing to the motion of the Senator from Illinois that the Senate proceed to the consideration of calendar 850, Senate bill 2379.

The motion was agreed to; and the Senate proceeded to consider the bill (S. 2379) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

Mr. LONG. Mr. President, I desire to make a brief explanation of Senate bill 2379.

This bill was drawn originally as an administration measure to reclassify Federal personnel, with the exception of those in the postal service and a few other exceptions which will be seen on page 2 of the bill, such as employees of the District of Columbia, the Foreign Service, and certain other categories listed there.

The bill originally introduced was referred to the Committee on Post Office and Civil Service. It would have cost \$51,000,000 if passed. That bill attempted to rectify some of the inequities and absurdities of the classification schedule as they existed by reason of the fact that since the Congress enacted the original classification bill in 1923, there have been a great number of flat, across-the-board increases, with no attempt to line up what a supervisor should be paid with relation to those under him, and what a person's salary should be in terms of this responsibility.

The committee studied the subject for some time, and thought it would be in order to add something in the way of pay increases to the bill. Therefore, the cost of the bill was boosted to about \$110,000,000, and the schedule of compensation was so arranged that the average Federal employee would receive a pay increase of about \$125.

In working out this schedule an attempt was made to consider the increase in cost of living, and to have the benefit of the additional money fall primarily in the family brackets, which are the middle GS grades, as proposed in the bill. That has been done, and the committee recommends the bill as one which will not be too expensive to the Federal Government, and which will take into consideration the increase in wages in the country generally since the last pay increase. The committee also believe the bill will improve the Federal service by paying supervisors salaries more

nearly commensurate with their responsibilities.

Furthermore, the committee attempted to eliminate some of the overlapping. It attempted to improve the performance rating plan of the Government and to simplify that plan; and also to devise a proposal for efficiency awards for supervisors and for the employees themselves at the grass-roots, who are able to save the Federal Government money and are able to prove that it has been done. The committee believes that this particular proposal will save the Government untold millions of dollars in the future by making it to the personal financial advantage of every Federal employee covered by the bill to save money for the Federal Government, and to find ways of effecting economies, from the top to the bottom of the Federal service. We have high hopes for this section.

The bill would improve the Federal service generally, and would tie in with the top pay bill which has been passed. The top pay bill was scaled down by the Senate upon its consideration of that measure. The committee had felt that the top-pay bill should start at \$15,000 and go up from that point, and that the classification bill should have a ceiling of \$15,000. However, since the top-pay bill has been scaled down, I now propose that the ceiling in the classification bill be reduced to \$12,500. I offer the amendment which I send to the desk and ask to have stated.

The PRESIDING OFFICER. The amendment offered by the Senator from Louisiana will be stated.

The LEGISLATIVE CLERK. On page 15, in the table following line 18, it is proposed to strike out the items relating to GS-14 and GS-15.

On page 23, lines 5 and 6, it is proposed to strike out "(except grade 15 of the General Schedule)."

The PRESIDING OFFICER. The question is on agreeing to the amendment offered by the Senator from Louisiana.

The amendment was agreed to.

Mr. LONG. Mr. President, I offer an additional amendment which I send to the desk and ask to have stated.

The PRESIDING OFFICER. The additional amendment offered by the Senator from Louisiana will be stated.

The LEGISLATIVE CLERK. On page 16, between lines 10 and 11, it is proposed to insert a new subsection as follows:

(e) To each of the rates of compensation prescribed by subsections (b) and (c), or computed pursuant to subsection (d), there shall be added an amount, to be determined by the Director of the Bureau of the Budget, which will increase each such rate by an amount equal to the amount by which the average increase in compensation (including uniform allowance) granted officers and employees of the field service of the Post Office Department under the provisions of H. R. 4495, Eighty-first Congress, exceeds the average increase in compensation granted by this section. No rate of compensation shall, by reason of this subsection, be increased to an amount in excess of \$12,500 per annum.

The PRESIDING OFFICER (Mr. McFARLAND in the chair). The question is on agreeing to the amendment of the Senator from Louisiana.

Mr. LONG. Mr. President, this amendment proposes to tie the benefits provided by this bill, for the purpose of this session of Congress, to the benefits provided by the postal pay bill, in order to assure that the classified service workers shall ultimately receive the same benefits as the postal workers receive.

The House has passed a postal pay bill and a classified service pay bill. In the postal pay bill the House of Representatives has provided for pay increases approximately two or three times as great as those provided in the classified service pay bill which the House passed.

Today the Senate has just passed a postal service pay bill, and now has before it a classified service pay bill; and each bill provides, relatively speaking, the same salary increase. In other words, Senate bill 1772 provides for the equivalent of a salary increase averaging approximately \$125 for each postal worker; and the bill now pending would, likewise, provide a salary increase of approximately \$125 for each classified service worker. If the conferees find it necessary to agree to some of the additional benefits which the House provided for the postal workers, then this amendment would make it possible to have additional benefits for the classified service generally considered. So the amendment is drawn in an effort to see to it that we do not arrive at the conclusion at which we arrived at the previous session of Congress, when Congress awarded a salary increase of \$120 more, on the average, for the postal workers, as compared to the salary increase provided the classified service employees. So, Mr. President, if Congress finds that it does not wish to abide by the provisions of the Senate bill, but wishes to have additional benefits provided for the postal workers, then the amendment will have the effect of seeing to it that the classified service workers are not foreclosed from being considered, in conference, for similar additional benefits. In other words, the result will be that both groups of employees will receive equal consideration and treatment.

Mr. WILLIAMS. Mr. President, will the Senator yield?

Mr. LONG. I yield.

Mr. WILLIAMS. Does the Senator's amendment propose that the salary increase provided by the bill now before us for classified workers be increased by the same percentage as the conferees might agree to increase the salary increase provided by Senate bill 1772, the Senate version of the postal bill, which could be anywhere from 0 to 300 percent?

Mr. LONG. That is right. In other words, this amendment would not at all change the salary schedule now provided in the pending measure for the classified-service workers, unless we subsequently decide to increase the compensation of the postal workers, under Senate bill 1772, over and above what we already have proposed to give them.

Mr. WILLIAMS. I understand that the postal service bill passed by the House of Representatives would cost approximately \$181,000,000, whereas Senate bill

1772, just passed by the Senate, would cost approximately \$60,000,000.

Mr. LONG. Approximately \$61,000,000.

Mr. WILLIAMS. The result is that the House bill provides salary increases approximately 300 percent more than those provided by Senate bill 1772. Therefore, if the conferees were to agree on the salary increases provided by the House bill for the postal employees, it then would be necessary to make a 300-percent increase in the benefits provided by the pending bill for the classified workers.

Mr. LONG. That is correct.

Mr. WILLIAMS. Then, under the provisions of this amendment, assuming the Senate accepts the House version of the postal service pay bill, the cost of the bill now before us would be increased 300 percent or from \$110,000,000 to around \$330,000,000.

Mr. LONG. That is correct.

Mr. WILLIAMS. Does not the Senator think that it would be extremely unwise to vote here on a bill without the slightest idea whether it will cost \$110,000,000 or \$330,000,000?

Mr. LONG. Of course, under this amendment, if it is adopted, the Senate and the House would not provide salary increases for the classified-service employees in addition to those carried by the pending measure, unless the conferees when reporting on Senate bill 1772 recommended additional salary benefits for the postal workers. If at that time the Congress increased the salary benefits granted postal workers, then every Member of Congress who voted to do that would know that he was voting a similar increase for the classified-service employees. In other words, if at that time an additional \$50,000,000 were voted in the form of further salary increases for the postal workers, each Member of Congress who voted to do that would know that, of necessity, under the provisions of this amendment, he would be voting for a similar additional increase in the salaries of the classified-service workers.

Mr. WILLIAMS. Yes. Of course the effect could be to double or treble the total amount of salary increases, in terms of the cost to the Government. Under the provisions of the amendment the Senator proposes, we would be conferring on the conferees the power which the Senate itself should exercise. I cannot support such an amendment.

Mr. LONG. Of course, I point out that the amendment would go to conference and would be considered there in connection with the provisions of the postal pay bill. Only by making a provision of this sort can we make it possible for the classified workers to receive whatever additional benefits the House might provide for the postal workers.

Mr. FERGUSON. Mr. President, does not the Senator think it would be better to wait until the postal pay bill has been enacted into law, instead of attempting to make such an arrangement as that provided by the amendment?

Mr. LONG. I do not think so. I believe this amendment provides about the only way by which we can leave the door

open for the classified-service employees to receive whatever additional benefits may be provided the postal workers.

Mr. FERGUSON. Could not any situation such as that be rectified in January, if necessary? Does not the Senator think the conferees should act on the postal service pay bill; and then, after that bill is enacted into law, the Senate could decide what it wished to do in regard to the bill now pending—instead of adding at the last moment, when only a few Senators are present, an amendment such as the one the Senator from Louisiana has now submitted. It seems to me that the amendment, if adopted, would grant to the conferees a power which should not be granted to them.

Mr. LONG. Mr. President, in reply, let me say that there will be an enormous amount of pressure upon the conferees on the postal pay bill to give in to the demands for additional benefits for the postal employees. Accordingly, I believe that in fairness and justice we should not shut the door in respect to a pay raise for one branch of the service, and yet leave the door wide open in respect to a pay raise for another branch of the Federal service.

Mr. FERGUSON. I agree; but the amendment would provide for a further increase up to \$300,000,000, I believe.

Mr. WILLIAMS. Mr. President, will the Senator yield?

Mr. LONG. I yield.

Mr. WILLIAMS. If the Senate conferees accept the House version of Senate bill 1772, then the amount carried by Senate bill 2379 will be tripled. Therefore, this amendment would cost an additional \$330,000,000 the first year. I agree with the Senator from Louisiana that a pattern established for one group should be applied to the other groups. The other evening in the Senate debate during which I offered my amendment to the executive pay bill I said I was discussing the over-all policy which I thought should be applied to all the pay bills. I still feel the same way. But I do not like this amendment, which, if adopted, would confer upon the conferees the power to provide additional awards ranging up to \$300,000,000 on this one bill.

So I think the Senate should reject the amendment.

Mr. LONG. Of course, the House of Representatives has provided benefits for the postal employees three times as large as those the Senate has recommended for them. This amendment provides that after final decision is made in regard to the benefits which will be granted the postal employees, comparable benefits will be provided the classified service employees, who obviously are just as much entitled to salary increases as the postal employees are.

Of course, if the amendment is taken to conference, the conferees will have a right to decide whether they will include it in the conference report. If it is included, then the conferees on the postal-pay bill will realize that if they provide any additional benefits for the postal workers, similar additional benefits will

automatically be provided for the classified-service workers. I think that is a good arrangement to make.

Mr. WILLIAMS. I disagree, Mr. President. The Senate has passed the postal-service-pay bill with certain amendments, and we have instructed our conferees to insist upon those amendments. In the passage of that bill, Senate bill 1772, we did so with the idea that the conferees on the part of the Senate would, in conference, insist upon the Senate amendments. The amendment now before us could nullify that interpretation, and might well, if adopted, cost an additional three hundred to four hundred million dollars annually more than the Senate intends or understands.

Mr. LONG. I assure the Senator I personally will try to defend the Senate version of the bill.

Mr. WILLIAMS. I do not question the Senator's intentions.

Mr. LONG. I assure the Senator it is the idea of the junior Senator from Louisiana that both services should be equal and alike. I believe that one class of workers is just as much entitled to consideration as another, that the unorganized are just as much entitled to be treated equally as are the organized employees. I wanted to be sure, and to have the opportunity to protect the unorganized employees. That is why the amendment was offered. I have no personal feeling about it. If the Senate desires to vote down the amendment, I do not have any great objection. I should, however, like to be able to put the Senate conferees in position to bargain for the unorganized classified employees, just as much so as they would be able to bargain for the postal employees.

Mr. KNOWLAND. Mr. President, will the Senator yield?

Mr. LONG. I yield.

Mr. KNOWLAND. I think I understand the position of the Senator from Louisiana, who is very ably handling the legislation on the floor, but, in view of the very controversial nature of the amendment it seems to me it would be necessary for us to have a quorum call. Under the circumstances, because of the wide latitude here, I am wondering whether it would be better to proceed without the amendment. If there is this difference, I quite agree with the Senator, and with the suggestion made by the Senator from Michigan, that we could then rectify the situation in January; but latitude is so wide and makes the matter highly controversial, that I would feel we would have to have a quorum call.

Mr. LONG. I ask unanimous consent to withdraw the amendment.

The PRESIDING OFFICER. Without objection, the amendment is withdrawn.

Mr. LONG. Mr. President, I send to the desk another amendment, purely of a perfecting nature.

The PRESIDING OFFICER. The clerk will state the amendment.

The LEGISLATIVE CLERK. On page 14, it is proposed to strike out lines 6 to 8 inclusive, and in line 9, to change the section number from 506 to 505.

The PRESIDING OFFICER. The question is on agreeing to the amendment offered by the Senator from Louisiana.

The amendment was agreed to.

Mr. LUCAS. Mr. President, I send to the desk an amendment, which I ask to have read.

The PRESIDING OFFICER. The clerk will state the amendment.

The LEGISLATIVE CLERK. On page 21, after line 12, it is proposed to insert:

SEC. 607. Compensation of the superintendents of the House and Senate Press Galleries shall be at the basic rates of \$5,820 per annum and the superintendents of the House and Senate Periodical Galleries at the basic rates of \$4,500 per annum. Basic compensation of the four assistants in each of the House and Senate Press Galleries shall be; one position at \$4,500, one at \$2,940, one at \$2,940, and one at \$2,100 per annum.

Mr. LUCAS. Mr. President, I should like to speak briefly on the amendment. The amendment, of course, could be placed in a legislative bill, but I think it is proper to consider it in connection with the pending bill. Here is a situation, it seems to me, which requires a remedy on the basis of equity and equality, as we move along increasing the salaries in other classes of employees. The superintendent and assistants are men who have made a career of public service; in most instances their service ranges from 10 years to 35. The Senate superintendent has served for 27 years, the House for 37. They are paid basic salaries of \$4,320.

The background knowledge that they have acquired of Congress, their know-how in serving the press, their usefulness as references, the detailed record of votes and other matters which they maintain each day, constitute invaluable assistance to the press and to the Congress itself.

Congress benefits greatly by their background and work. They are invaluable as political references, and hardly a day passes that they do not answer a score or more of inquiries in regard to congressional history.

It is impossible to overemphasize their value in this respect. On a normal working day there are from 50 to 100 reporters in the Senate Press and Periodical Galleries, and nearly that many in the House Galleries. The Press Gallery itself has a membership of 800 reporters, the Periodical Gallery 200. There are eight trunk telephone lines to the galleries, and spot checks have shown that there will be as many as 240 telephone calls a day, for information, from downtown Washington newspaper offices by reporters who need information. The galleries serve every newspaper and magazine of any size or importance in the United States. The combined circulation of magazines alone represented exceeds 100,000,000 copies a month.

Before outlining the detailed duties performed by the attendants, we should like to point out that their assistance has been sought and their value generally recognized by both major political parties. Both parties leave to the standing committees and the gallery attendants the entire task of allotting credentials and handling press facilities at the national conventions.

The Department of State requested the standing committees and galleries to perform this same responsibility at international conferences including the United Nations Conference in San Francisco.

Mr. President, I state these facts to demonstrate to the Senate and to the country the invaluable services rendered by the men in these particular positions, and the great responsibility which is theirs. As I said in the beginning, they are career men. We hear very little about them. We come and go in the Senate, and sometimes we fail to realize what the responsibility is, the tremendous importance of this particular group, and the valuable service they render to the Congress, to the press, to the country, and to the world. I think it nothing more than fair, right, and equitable that these few gentlemen should get these slight increases in salary.

The PRESIDING OFFICER. The question is on agreeing to the amendment offered by the Senator from Illinois.

The amendment was agreed to.

Mr. LONG. Mr. President, I send to the desk an amendment, which I ask to have stated.

The PRESIDING OFFICER. The clerk will state the amendment.

The LEGISLATIVE CLERK. On page 38, between lines 13 and 14, it is proposed to insert a new section, as follows:

SEC. 1202. Section 604 (d) of the Federal Employees Pay Act of 1945, as amended, is amended to read as follows:

"(d) (1) Hereafter, for all pay computation purposes affecting officers or employees in or under the executive branch, the judicial branch, or the District of Columbia municipal government, basic per annum rates of compensation established by or pursuant to law shall be regarded as payment for employment during 52 basic administrative workweeks of 40 hours.

"(2) Whenever for any such purpose it is necessary to convert a basic monthly or annual rate to a basic biweekly, weekly, daily, or hourly rate, the following rules shall govern:

"(A) A monthly rate shall be multiplied by 12 to derive an annual rate;

"(B) An annual rate shall be divided by 52 or 26, as the case may be, to derive a weekly or biweekly rate;

"(C) A weekly or biweekly rate shall be divided by 40 or 80, as the case may be, to derive an hourly rate; and

"(D) A daily rate shall be derived by multiplying an hourly rate by the number of daily hours of service required.

"(3) All rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent."

On page 3, line 8, after "act" insert "except title XII)."

On page 16, line 7, after "weekly," insert "biweekly."

On page 38, line 14, strike out "Sec. 1202" and insert in lieu thereof "Sec. 1203."

Mr. LONG. Mr. President, the purpose of the amendment is to make it easier to compute the amount of money to be paid each week and each month. In other words, we have an annual wage rate, and it is necessary for the supervisors and accountants to break it down into a weekly pay roll, to get it down to the right penny, and not have to vary it or to change it from day to day and from week to week. The amendment is offered to simplify the computations.

Mr. KNOWLAND. The amendment deals purely with computations, and does not make any change in the basic rates of pay. Is that correct?

Mr. LONG. It will save the Government a great deal of bookkeeping by simplifying the computations.

The PRESIDING OFFICER. The question is on agreeing to the amendment offered by the Senator from Louisiana.

The amendment was agreed to.

Mr. LONG. Mr. President, I send to the desk another amendment.

The PRESIDING OFFICER. The clerk will state the amendment.

The LEGISLATIVE CLERK. On page 6 it is proposed to insert new clause (16) in section 202, reading as follows: "(16) the corporations under the supervision of the Farm Credit Administration."

The PRESIDING OFFICER. The question is on agreeing to the amendment offered by the Senator from Louisiana.

The amendment was agreed to.

Mr. LONG. Mr. President, in view of the fact that the ceiling has been lowered from \$15,000 to \$12,500, there is an officer whose salary would have been \$15,000, and the bill lowered it to \$12,500 with the rest. There are certain corporations whose employees have never been under the Classification Act, and this would simply leave them out.

Mr. President, I now offer an additional amendment which I send to the desk and ask to have stated. It would leave out certain employees of the United Nations who have never been under the civil service. I ask that the two amendments be voted on en bloc.

The PRESIDING OFFICER. The clerk will state the amendment.

The CHIEF CLERK. In section 202, on page 3, line 17, it is proposed to insert after the semicolon the following: "and positions in or under the Department of State which are (a) connected with the representation of the United States to international organizations; or (b) specifically exempted by law from the Classification Act of 1923, as amended, or any other classification or compensation law."

Mr. LONG. Mr. President, from an examination of the bill Senators will see that it is broad and inclusive, including every one in the Federal service except those persons who are specifically exempted from it by the terms of pages 2, 3, 4, and 5. Therefore these are two or three minor categories which should have been exempted and which we did not catch in studying the bill.

The PRESIDING OFFICER. The question is on agreeing to the amendment offered by the Senator from Louisiana.

The amendment was agreed to.

Mr. LANGER. Mr. President, an examination of page 15 of the report shows numerous employees who will receive almost no increase under the Classification Act. One group will receive \$1.72; another group will receive \$6.48; another group will receive \$42, and another group will receive \$14.

I offer, therefore, Mr. President, an amendment providing that the first four

groups shall receive an increase of \$100 each. That is to take care of employees in the lower brackets.

The PRESIDING OFFICER. The clerk will state the amendment.

The CHIEF CLERK. On page 15 it is proposed to strike out the first four lines in the table and insert in lieu thereof the following:

GS-1	\$2,200	\$2,280	\$2,360	\$2,440	\$2,520	\$2,600	\$2,680
GS-2	2,450	2,530	2,610	2,690	2,770	2,850	2,930
GS-3	2,700	2,780	2,860	2,940	3,020	3,100	3,180
GS-4	3,000	3,080	3,160	3,240	3,320	3,400	3,480

Mr. LANGER. I believe, Mr. President, that a man should not be called upon to support a family on \$2,100 a year.

Mr. FERGUSON. Mr. President, will the Senator yield?

Mr. LANGER. I yield.

Mr. FERGUSON. Can the Senator state the number of employees involved?

Mr. LANGER. In one grade there are 12,000; in another grade there are 123,817.

Mr. FERGUSON. Will the Senator state what the cost will be?

Mr. LANGER. I cannot tell, because I have not computed it. I am simply offering an amendment from the floor. But I believe that in simple justice and equity, when the report shows that the increase is so trifling for some of the employees who have worked for years and years, the increase should be made applicable to them.

Mr. LONG. Mr. President, if the Senator will yield, I believe I can tell him into what grades these persons would fall.

Mr. LANGER. I yield.

Mr. LONG. Grades GS-1 and GS-2 are the only 2 grades that would be affected. There are 19,000 persons who would be in the proposed grade GS-1. As a rough estimate I would say it would probably cost approximately \$1,000,000.

In grade GS-2 the lowest increase is \$66. The next lowest increase is \$80. Therefore the increase would not be very great. I should estimate that it would cost an additional \$1,000,000. It would cost approximately \$2,000,000 to take care of the situation.

Mr. President, I would say that the reason those grades were left out was because it was felt that in many cases those persons are actually receiving much more than the going rate in private employment for similar work. Any person in the entire classified service would receive a minimum in his grade of \$2,100. If we hired an office boy to work in the office we could not pay him any less than \$175 a month, even though that boy might merely lick stamps, fold literature, and put it into envelopes and close them. So it was felt that we should leave a low entrance salary so that the Government could pay a salary comparable with that which would be paid in private employment for comparable work. These persons are not married. They are, for the most part, youngsters, or young ladies just coming out of business college. It was felt that they were being paid 60 or 70 percent more than they would receive in private employment. So, in order to make it a little bit lighter on the taxpayers, it was thought these people should receive salaries somewhat comparable to those which they would receive in private employment.

If the Senate is disposed to increase it, we have no objection.

The PRESIDING OFFICER. The question is on agreeing to the amendment offered by the Senator from North Dakota [Mr. LANGER].

The amendment was agreed to.

The PRESIDING OFFICER. The bill is open to further amendment. If there are no further amendments, the question is on the third reading of the bill.

The bill was ordered to be engrossed for a third reading and was read the third time.

Mr. JOHNSTON of South Carolina. Mr. President, I ask unanimous consent that the Senate consider Calendar No. 1129, House bill 5931.

There being no objection, the Senate proceeded to consider the bill (H. R. 5931) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

Mr. JOHNSTON of South Carolina. Mr. President, I move that House bill 5931 be amended by striking out all after the enacting clause and inserting in lieu thereof Senate bill 2379, as amended.

The PRESIDING OFFICER. The question is on agreeing to the motion of the Senator from South Carolina.

The motion was agreed to.

The amendment was ordered to be engrossed and the bill to be read a third time.

The bill was read the third time and passed.

The PRESIDING OFFICER. Without objection, Senate bill 2379 is indefinitely postponed.

Mr. JOHNSTON of South Carolina. Mr. President, I move that the Senate insist upon its amendment, request a conference with the House of Representatives thereon, and that the Chair appoint conferees on the part of the Senate.

The motion was agreed to, and the Presiding Officer appointed Mr. JOHNSTON of South Carolina, Mr. LONG, Mr. GRAHAM, Mr. LANGER, and Mr. THYE conferees on the part of the Senate.

Mr. JOHNSTON of South Carolina. Mr. President, I ask that the bill as amended be printed.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. LONG subsequently said: Mr. President, I was mistaken as to the effect of the amendment of the Senator from North Dakota because I had felt that he was moving to bring GS-1, GS-2, GS-3, and GS-4, in the classification bill, up to \$100. Only a relatively small number were receiving an increase of less than \$100, and I thought that the Senator's purpose was to bring those people up to a gross of \$100. I now find that the effect of his amendment was to add \$100 on top of the increase those people will be receiving, which was entirely different from what I had estimated. I would judge that would cost about \$38,900,000, just as an off-hand estimate, taking into

consideration the number of people involved.

Since the bill has already been passed, I will not move that it be reconsidered, but I will state that I feel that in conference the conferees should consider the fact that the Senate did not fully understand what it was voting on when the amendment was agreed to, and should not be bound in an ironclad fashion by the amendment.

Mr. LANGER. That is entirely satisfactory, Mr. President.

~~COMPENSATION FOR EMPLOYEES INJURED IN THE PERFORMANCE OF THEIR DUTIES~~

Mr. LUCAS. Mr. President, I move that the Senate proceed to consider Calendar No. 843, House bill 3191.

The PRESIDING OFFICER. The clerk will state the bill by title.

The CHIEF CLERK. A bill (H. R. 3191) to amend the act approved September 7, 1916 (ch. 458, 39 Stat. 742), entitled "An act to provide compensation for employees of the United States suffering injuries while in the performance of their duties, and for other purposes," as amended by extending coverage to civilian officers of the United States and by making benefits more realistic in terms of present wage rates, and for other purposes.

The PRESIDING OFFICER. The question is on agreeing to the motion of the Senator from Illinois.

The motion was agreed to, and the Senate proceeded to consider the bill (H. R. 3191) to amend the act approved September 7, 1916 (ch. 458, 39 Stat. 742), entitled "An act to provide compensation for employees of the United States suffering injuries while in the performance of their duties, and for other purposes," as amended, by extending coverage to civilian officers of the United States and by making benefits more realistic in terms of present wage rates, and for other purposes, which had been reported from the Committee on Labor and Public Welfare, with amendments.

The PRESIDING OFFICER. The clerk will proceed to state the amendments of the committee.

The amendments were, on page 3, line 5, before the word "shall", to strike out "or of any two thereof"; on page 5, line 2, after the word "or", to insert "involves"; in line 8, after "(b)", to insert "and in cases involving disfigurement"; on page 12, line 21, after the word "capacity", to insert a colon and the following proviso: "Provided, That for any period of temporary total disability the augmentation of his basic compensation for disability payable under section 3 shall be limited to that part of his monthly pay which is not in excess of \$420"; on page 14, line 12, after the word "for", to strike out "total"; in line 15, after the word "be", to insert "more than \$525 per month and in cases of total disability shall not be"; in line 18, after the word "compensation", to insert "for total disability"; on page 16, line 17, after the numerals "12", to insert "or the sum of \$525"; on page 19, line 5, after "United States", to strike out "but not including Members of Congress"; on page 20, line 25, after the word "occurred", to insert

S. 2379

IN THE SENATE OF THE UNITED STATES

SEPTEMBER 30 (legislative day, SEPTEMBER 3), 1949

Ordered to lie on the table and to be printed

AMENDMENT

Intended to be proposed by Mr. CORDON to the bill (S. 2379) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, viz: On page 35, line 11, after "SEC. 1102." insert "(a)" and between lines 17 and 18 insert the following:

- 1 (b) The Commission shall prepare and submit to the
- 2 Congress at the earliest practicable date and from time to
- 3 time thereafter, a report containing a list of the positions
- 4 subject to this Act the compensation for which, in the opinion
- 5 of the Commission, should be fixed at rates in excess of
- 6 the highest rate provided by this Act, together with its
- 7 recommendations concerning such rates.

S. 2379

AMENDMENT

Intended to be proposed by Mr. Cordon to the bill (S. 2379) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

SEPTEMBER 30 (legislative day, SEPTEMBER 3), 1949

Ordered to lie on the table and to be printed

81ST CONGRESS
1ST SESSION

H. R. 5931

IN THE SENATE OF THE UNITED STATES

SEPTEMBER 30 (legislative day, SEPTEMBER 3), 1949

Ordered to be printed with the amendment of the Senate

AN ACT

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the "Classification Revision
4 Act of 1949".

5 TITLE I—DECLARATION OF POLICY

6 SEC. 101. It is the purpose of this Act to provide a
7 plan for classification of positions and for rates of basic
8 compensation whereby—

9 (1) in determining the rate of basic compensation

which an officer or employee shall receive, ~~(A)~~ the principle of equal pay for substantially equal work shall be followed, and ~~(B)~~ variations in rates of basic compensation paid to different officers and employees shall be in proportion to substantial differences in the difficulty, responsibility, and qualification requirements of the work performed and to the contributions of officers and employees to efficiency and economy in the service; and

~~(2)~~ individual positions shall, in accordance with their duties, responsibilities, and qualification requirements, be so grouped and identified by classes and grades, as defined in section 301, and the various classes shall be so described in published standards, as provided for in title IV, that the resulting position-classification system can be used in all phases of personnel administration.

TITLE II—COVERAGE AND EXEMPTIONS

SEC. 201. ~~(a)~~ For the purposes of this Act, the term “department” includes ~~(1)~~ the executive departments, ~~(2)~~ the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States, ~~(3)~~ the Administrative Office of the United States Courts, ~~(4)~~ the Library of Congress, ~~(5)~~ the Botanic Garden, ~~(6)~~ the Government Printing Office, ~~(7)~~ the General Accounting Office, ~~(8)~~ the Office of the Architect of the

1 Capitol, and ~~(9)~~ the municipal government of the District
2 of Columbia.

3 ~~(b)~~ Subject to the exemptions specified in section 202,
4 and except as provided in section 204, this Act shall apply
5 to all civilian positions, officers, and employees in or under
6 the departments.

7 SEC. 202. This Act shall not apply to—

8 ~~(1)~~ the field service of the Post Office Department
9 for which the salary rates are fixed by Public Law 134,
10 Seventy-ninth Congress, approved July 6, 1945, as
11 amended and supplemented;

12 ~~(2)~~ the Foreign Service of the United States under
13 the Department of State, for which the salary rates
14 are fixed by the Foreign Service Act of 1946, as supple-
15 mented by Public Law 160, Eighty-first Congress,
16 approved July 6, 1949; and positions in or under the
17 Department of State which are ~~(A)~~ connected with the
18 representation of the United States to international
19 organizations, and ~~(B)~~ specifically exempted by law
20 from the Classification Act of 1923, as amended, or any
21 other classification or compensation law;

22 ~~(3)~~ physicians, dentists, nurses, and other em-
23 ployees in the Department of Medicine and Surgery in
24 the Veterans' Administration, whose compensation is

1 fixed under Public Law 293, Seventy-ninth Congress,
2 approved January 3, 1946;

3 (4) teachers, school officers, and employees of the
4 Board of Education of the District of Columbia, whose
5 compensation is fixed under the District of Columbia
6 Teachers' Salary Act of 1947, as supplemented by Public
7 Law 151, Eighty-first Congress, approved June 30,
8 1949;

9 (5) officers and members of the Metropolitan Police,
10 the Fire Department of the District of Columbia, the
11 United States Park Police, and the White House Police;

12 (6) lighthouse keepers and civilian employees on
13 lightships and vessels of the Coast Guard, whose com-
14 pensation is fixed under authority of Public, Numbered
15 383, Seventy-fifth Congress, approved August 26, 1937,
16 or Public Law 143, Eighty-first Congress, approved
17 June 29, 1949;

18 (7) employees in recognized trades or crafts, or
19 other skilled mechanical crafts, or in unskilled, semi-
20 skilled, or skilled manual-labor occupations (except such
21 employees who are engaged in the maintenance and
22 operation of public buildings and associated equipment
23 or perform work in scientific or engineering laboratories
24 as aides to scientists or engineers); and employees in the

1 Bureau of Engraving and Printing the duties of whom
2 are to perform or to direct manual or machine operations
3 requiring special skill or experience, or to perform or
4 direct the counting, examining, sorting, or other veri-
5 fication of the product of manual or machine operations,
6 whose compensation shall be fixed and adjusted from
7 time to time as nearly as is consistent with the public
8 interest in accordance with prevailing rates;

9 (8) officers and members of crews of vessels, whose
10 compensation shall be fixed and adjusted from time to
11 time as nearly as is consistent with the public interest
12 in accordance with prevailing rates and practices in the
13 maritime industry;

14 (9) employees of the Government Printing Office
15 whose compensation is fixed under Public, Numbered
16 276, Sixty-eighth Congress, approved June 7, 1924;

17 (10) civilian professors, lecturers, and instructors
18 at the Naval War College and the Naval Academy whose
19 compensation is fixed under Public Law 604, Seventy-
20 ninth Congress, approved August 2, 1946; senior pro-
21 fessors, professors, associate and assistant professors, and
22 instructors at the Naval Postgraduate School whose
23 compensation is fixed under Public Law 303, Eightieth
24 Congress, approved July 31, 1947; and the Academic

1 Dean of the Postgraduate School of the Naval Academy
2 whose compensation is fixed under Public Law 402
3 Seventy-ninth Congress, approved June 10, 1946;

4 ~~(11)~~ aliens or persons not citizens of the United
5 States who occupy positions outside the several States
6 and the District of Columbia;

7 ~~(12)~~ the Tennessee Valley Authority;

8 ~~(13)~~ the Inland Waterways Corporation;

9 ~~(14)~~ the Alaska Railroad;

10 ~~(15)~~ the Virgin Islands Corporation;

11 ~~(16)~~ the Central Intelligence Agency;

12 ~~(17)~~ the Atomic Energy Commission;

13 ~~(18)~~ Production Credit Corporations;

14 ~~(19)~~ Federal Intermediate Credit Banks;

15 ~~(20)~~ the Panama Railroad Company;

16 ~~(21)~~ teachers, school officers, and members of the
17 Police and Fire Departments of the Panama Canal
18 whose rates of compensation are fixed by the Governor
19 of the Panama Canal with reference to the rates of
20 compensation for similar positions in the municipal
21 government of the District of Columbia;

22 ~~(22)~~ employees who serve without compensation
23 or at nominal rates of compensation;

1 ~~(23)~~ employees none or only part of whose com-
2 pensation is paid from appropriated funds of the United
3 States: *Provided*, That with respect to the Veterans'
4 Canteen Service in the Veterans' Administration, the
5 provisions of this paragraph shall be applicable only to
6 those positions which are exempt from the Classifica-
7 tion Act of 1923, as amended, pursuant to Public Law
8 636, Seventy-ninth Congress, approved August 7, 1946,
9 as amended;

10 ~~(24)~~ employees whose compensation is fixed under
11 a cooperative agreement between the United States
12 and ~~(A)~~ a State, Territory, or possession of the United
13 States, or political subdivision thereof, or ~~(B)~~ a person
14 or organization outside the service of the Federal
15 Government;

16 ~~(25)~~ student nurses, medical or dental interns,
17 residents-in-training, student dietitians, student physical
18 therapists, student occupational therapists, and other
19 student employees, assigned or attached to a hospital,
20 clinic, or laboratory primarily for training purposes,
21 whose compensation is fixed under Public Law 330,
22 Eightieth Congress, approved August 4, 1947, or sec-
23 tion 14 ~~(b)~~ of Public Law 293, Seventy-ninth Con-

1 gress, approved January 3, 1946, as amended by Public
2 Law 722, Eightieth Congress, approved June 19, 1948;

3 ~~(26)~~ inmates, patients, or beneficiaries receiving
4 care or treatment or living in Government agencies or
5 institutions;

6 ~~(27)~~ experts or consultants, when employed tem-
7 porarily or intermittently in accordance with section 15
8 of Public Law 600, Seventy-ninth Congress, approved
9 August 2, 1946;

10 ~~(28)~~ emergency or seasonal employees whose
11 employment is of uncertain or purely temporary dura-
12 tion, or who are employed for brief periods at intervals;

13 ~~(29)~~ persons employed on a fee, contract, or piece-
14 work basis;

15 ~~(30)~~ persons who may lawfully perform their
16 duties concurrently with their private profession, busi-
17 ness, or other employment, and whose duties require
18 only a portion of their time, where it is impracticable
19 to ascertain or anticipate the proportion of time devoted
20 to the service of the Federal Government;

21 ~~(31)~~ positions for which rates of basic compensation
22 are individually fixed, or expressly authorized to be fixed,
23 by any other law, at or in excess of the maximum
24 scheduled rate of the highest grade established by this
25 Act.

1 SEC. 203. The Civil Service Commission, hereinafter
2 referred to as the "Commission", is authorized and directed
3 to determine finally the applicability of sections 201 and 202
4 to specific positions, officers, and employees.

5 SEC. 204. (a) The classes of employees whose compen-
6 sation is authorized by section 3 of the Legislative Pay Act
7 of 1929, as amended (46 Stat. 38; 55 Stat. 615), to be
8 fixed by the Architect of the Capitol without regard to the
9 Classification Act of 1923, as amended, are authorized to
10 be compensated without regard to this Act.

11 (b) This Act shall not apply to any officer or employee
12 of the Office of the Architect of the Capitol whose compen-
13 sation is fixed by any other law.

14 (c) Sections 202 and 203 shall not apply to the Office
15 of the Architect of the Capitol.

16 TITLE III—BASIS FOR CLASSIFYING POSITIONS

17 SEC. 301. For the purposes of this Act, the term—

18 (1) "position" means the work, consisting of the
19 duties and responsibilities, assignable to an officer or
20 employee;

21 (2) "class" or "class of positions" includes all
22 positions which are sufficiently similar, as to (A) kind
23 or subject-matter of work, (B) level of difficulty and
24 responsibility, and (C) the qualification requirements

1 of the work, to warrant similar treatment in personnel
2 and pay administration; and

3 ~~(3)~~ "grade" includes all classes of positions which
4 ~~(although different with respect to kind or subject-~~
5 ~~matter of work)~~ are sufficiently equivalent as to ~~(A)~~
6 level of difficulty and responsibility, and ~~(B)~~ level of
7 qualification requirements of the work, to warrant the
8 inclusion of such classes of positions within one range
9 of rates of basic compensation, as specified in title VI.

10 SEC. 302. ~~(a)~~ Each position shall be placed in its
11 appropriate class. The basis for determining the class in
12 which each position shall be placed shall be the duties and
13 responsibilities of such position and the qualifications re-
14 quired by such duties and responsibilities.

15 ~~(b)~~ Each class shall be placed in its appropriate grade.
16 The basis for determining the grade in which each class
17 shall be placed shall be the level of difficulty, responsibility,
18 and qualification requirements of the work of such class.

19 SEC. 303. No appropriated funds shall be used to pay
20 the compensation of any officer or employee who places a
21 supervisory position in a class and grade solely on the basis
22 of the size of the group, section, bureau, or other organiza-
23 tion unit or the number of subordinates supervised. Such
24 factors may be given effect only to the extent warranted
25 by the work load of the organization unit and then only

1 in combination with other factors, such as the kind, diffi-
2 culty, and complexity of work supervised, the degree and
3 scope of responsibility delegated to the supervisor, and the
4 kind, degree, and character of the supervision actually
5 exercised.

6 TITLE IV—PREPARATION AND PUBLICATION OF 7 STANDARDS

8 SEC. 401. (a) The Commission, after consultation with
9 the departments, shall prepare standards for placing posi-
10 tions in their proper classes and grades. The Commission
11 is authorized to make such inquiries or investigations of the
12 duties, responsibilities, and qualification requirements of
13 positions as it deems necessary for this purpose. In such
14 standards the Commission shall (1) define the various
15 classes of positions that exist in the service in terms of
16 duties, responsibilities, and qualification requirements; (2)
17 establish the official class titles; and (3) set forth the grades
18 in which such classes have been placed by the Commission.
19 At the request of the Commission, the departments shall
20 furnish information for and cooperate in the preparation
21 of such standards. Such standards shall be published in
22 such form as the Commission may determine.

23 (b) The Commission shall keep such standards up to
24 date. From time to time, after consultation with the depart-
25 ments to the extent deemed necessary by the Commission,

1 it may revise, supplement, or abolish existing standards, or
 2 prepare new standards, so that, as nearly as may be practi-
 3 cable, positions existing at any given time within the service
 4 will be covered by current published standards.

5 ~~(c)~~ The official class titles so established shall be used
 6 for personnel, budget, and fiscal purposes, but this require-
 7 ment shall not prevent the use of organizational or other
 8 titles for internal administration, public convenience, law
 9 enforcement, or similar purposes.

10 TITLE V—AUTHORITY AND PROCEDURE

11 SEC. 501. ~~(a)~~ Notwithstanding section 502, the Com-
 12 mission shall have authority, which may be exercised at
 13 any time in its discretion, to—

14 ~~(1)~~ ascertain currently the facts as to the duties,
 15 responsibilities, and qualification requirements of any
 16 position;

17 ~~(2)~~ place in an appropriate class and grade any
 18 newly created position or any position coming initially
 19 under this Act;

20 ~~(3)~~ decide whether any position is in its appro-
 21 priate class and grade; and

22 ~~(4)~~ change any position from one class or grade to
 23 another class or grade whenever the facts warrant.

24 The Commission shall certify to the department concerned

1 action taken by the Commission under paragraph ~~(2)~~ or
2 ~~(4)~~. The department shall take action in accordance with
3 such certificate, and such certificate shall be binding on all
4 administrative, certifying, pay roll, disbursing, and account-
5 ing officers of the Government.

6 ~~(b)~~ Any employee or employees ~~(including any officer~~
7 ~~or officers)~~ affected or any department may request at any
8 time that the Commission exercise the authority granted
9 to it under subsection ~~(a)~~ and the Commission shall act
10 upon such request.

11 SEC. 502. ~~(a)~~ Except as otherwise provided in this title,
12 each department shall place each position under its juris-
13 diction and to which this Act applies in its appropriate class
14 and grade in conformance with standards published by the
15 Commission or, if no published standards directly apply, con-
16 sistently with published standards. A department may,
17 whenever the facts warrant, change any position which it
18 has placed in a class or grade under this subsection from
19 such class or grade to another class or grade. Such actions
20 of the departments shall be the basis for the payment of
21 compensation and for personnel transactions until changed
22 by certificate of the Commission.

23 ~~(b)~~ The Commission shall, from time to time, review
24 such number of positions in each department as will enable

1 the Commission to determine whether such department is
2 placing positions in classes and grades in conformance with
3 or consistently with published standards.

4 SEC. 503. Whenever the Commission finds under
5 section 502 (b) that a position to which this Act applies is
6 not placed in its proper class and grade in conformance with
7 published standards or that positions for which no standards
8 have been published are not placed in classes and grades
9 consistently with published standards, it shall, after consulta-
10 tion with appropriate officers or employees of the depart-
11 ment concerned, place each such position in its appropriate
12 class and grade and shall certify such action to the
13 department. The department shall take action in accordance
14 with such certificate, and such certificate shall be binding
15 on all administrative, certifying, pay roll, disbursing, and
16 accounting officers of the Government.

17 SEC. 504. (a) Whenever the Commission finds that
18 any department is not placing positions in classes and grades
19 in conformance with or consistently with published stand-
20 ards, it may revoke or suspend in whole or in part the
21 authority granted to the department under section 502 and
22 require that prior approval of the Commission be secured
23 before an action placing a position in a class and grade be-
24 comes effective for pay roll and other personnel purposes.
25 Such revocations or suspensions may be limited, in the dis-

1 eration of the Commission, to ~~(1)~~ the departmental or field
2 service, or any part thereof; ~~(2)~~ any geographic area;
3 ~~(3)~~ any organization unit or group of organization units;
4 ~~(4)~~ certain types of classification actions; ~~(5)~~ classes in
5 particular occupational groups or grades; or ~~(6)~~ classes
6 for which standards have not been published.

7 ~~(b)~~ After all or part of the authority of the depart-
8 ment has been revoked or suspended, the Commission may
9 at any time restore such authority to the extent that it is
10 satisfied that subsequent actions placing positions in classes
11 and grades will be taken in conformance with or con-
12 sistently with published standards.

13 SEC. 505. ~~(a)~~ No position shall be placed in Grade 16
14 or 17 of the General Schedule except by action of, or after
15 prior approval by, the Commission.

16 ~~(b)~~ No position shall be placed in or removed from
17 Grade 18 of the General Schedule except by the President
18 upon recommendation of the Commission.

19 SEC. 506. The Commission may ~~(1)~~ prescribe the
20 form in which each department shall record the duties and
21 responsibilities of positions to which this Act applies and the
22 places where such records shall be maintained; ~~(2)~~ examine
23 these or any other pertinent records of the department, and
24 ~~(3)~~ interview any officers or employees of the department
25 who have knowledge of the duties and responsibilities of such

1 positions and information as to the reasons for placing a posi-
 2 tion in any class and grade.

3 TITLE VI—BASIC COMPENSATION SCHEDULES

4 SEC. 601. There are hereby established the following
 5 basic compensation schedules for positions to which this Act
 6 applies:

7 (1) A "General Schedule", the symbol for which
 8 shall be "GS", in lieu of the professional and scientific
 9 service, the clerical, administrative, and fiscal service,
 10 and the subprofessional service specified in section 13 of
 11 the Classification Act of 1923, as amended; and

12 (2) A "Crafts, Protective, and Custodial Schedule",
 13 the symbol for which shall be "CPC", in lieu of the
 14 crafts, protective, and custodial service specified in such
 15 section.

16 SEC. 602. (a) The General Schedule shall be divided
 17 into grades of difficulty and responsibility of work, as
 18 follows:

19 GENERAL SCHEDULE

20 Grade GS-1 includes all classes of positions the duties
 21 of which are to perform, under immediate supervision, with
 22 little or no latitude for the exercise of independent judg-
 23 ment, (1) the simplest routine work in office, business, or
 24 fiscal operations, or (2) elementary work of a subordinate

1 technical character in a professional, scientific, or technical
2 field.

3 Grade GS-2 includes all classes of positions the duties
4 of which are (1) to perform, under immediate supervision,
5 with limited latitude for the exercise of independent judg-
6 ment, routine work in office, business, or fiscal operations,
7 or comparable subordinate technical work of limited scope
8 in a professional, scientific, or technical field, requiring some
9 training or experience; or (2) to perform other work of
10 equal importance, difficulty, and responsibility, and requiring
11 comparable qualifications.

12 Grade GS-3 includes all classes of positions the duties
13 of which are (1) to perform, under immediate or general
14 supervision, somewhat difficult and responsible work in office,
15 business, or fiscal operations, or comparable subordinate
16 technical work of limited scope in a professional, scientific,
17 or technical field, requiring in either case (A) some train-
18 ing or experience, (B) working knowledge of a special
19 subject matter, or (C) to some extent the exercise of inde-
20 pendent judgment in accordance with well-established poli-
21 cies, procedures, and techniques; or (2) to perform other
22 work of equal importance, difficulty, and responsibility, and
23 requiring comparable qualifications.

1 Grade GS-4 includes all classes of positions the duties
2 of which are (1) to perform, under immediate or general
3 supervision, moderately difficult and responsible work in
4 office, business, or fiscal operations, or comparable subordi-
5 nate technical work in a professional, scientific, or technical
6 field, requiring in either case (A) a moderate amount of
7 training and minor supervisory or other experience, (B)
8 good working knowledge of a special subject matter or a
9 limited field of office, laboratory, engineering, scientific,
10 or other procedure and practice, and (C) the exercise of
11 independent judgment in accordance with well-established
12 policies, procedures, and techniques; or (2) to perform other
13 work of equal importance, difficulty, and responsibility, and
14 requiring comparable qualifications.

15 Grade GS-5 includes all classes of positions the duties
16 of which are (1) to perform, under general supervision,
17 difficult and responsible work in office, business, or fiscal ad-
18 ministration, or comparable subordinate technical work in
19 a professional, scientific, or technical field, requiring in
20 either case (A) considerable training and supervisory or
21 other experience, (B) broad working knowledge of a spe-
22 cial subject matter or of office, laboratory, engineering, sci-
23 entific, or other procedure and practice, and (C) the exer-
24 cise of independent judgment in a limited field; (2) to per-
25 form, under immediate supervision, and with little oppor-

1 tunity for the exercise of independent judgment, simple and
2 elementary work requiring professional, scientific, or techni-
3 cal training equivalent to that represented by graduation
4 from a college or university of recognized standing but re-
5 quiring little or no experience; or ~~(3)~~ to perform other
6 work of equal importance, difficulty, and responsibility, and
7 requiring comparable qualifications.

8 Grade GS-6 includes all classes of positions the duties
9 of which are ~~(1)~~ to perform, under general supervision,
10 difficult and responsible work in office, business, or fiscal
11 administration, or comparable subordinate technical work
12 in a professional, scientific, or technical field, requiring in
13 either case ~~(A)~~ considerable training and supervisory or
14 other experience, ~~(B)~~ broad working knowledge of a special
15 and complex subject matter, procedure, or practice, or of
16 the principles of the profession, art, or science involved,
17 and ~~(C)~~ to a considerable extent the exercise of independent
18 judgment; or ~~(2)~~ to perform other work of equal impor-
19 tance, difficulty, and responsibility, and requiring compar-
20 able qualifications.

21 Grade GS-7 includes all classes of positions the duties
22 of which are ~~(1)~~ to perform, under general supervision,
23 work of considerable difficulty and responsibility along special
24 technical or supervisory lines in office, business, or fiscal
25 administration, or comparable subordinate technical work

1 in a professional, scientific, or technical field, requiring in
2 either case ~~(A)~~ considerable specialized or supervisory train-
3 ing and experience; ~~(B)~~ comprehensive working knowledge
4 of a special and complex subject matter; procedure, or prac-
5 tice, or of the principles of the profession, art, or science,
6 involved; and ~~(C)~~ to a considerable extent the exercise of
7 independent judgment; ~~(2)~~ under immediate or general
8 supervision, to perform somewhat difficult work requiring
9 ~~(A)~~ professional, scientific, or technical training equiva-
10 lent to that represented by graduation from a college or
11 university of recognized standing; ~~(B)~~ previous experience;
12 and ~~(C)~~ to a limited extent, the exercise of independent
13 technical judgment; or ~~(3)~~ to perform other work of equal
14 importance, difficulty, and responsibility, and requiring com-
15 parable qualifications.

16 Grade GS-8 includes all classes of positions the duties
17 of which are ~~(1)~~ to perform, under general supervision,
18 very difficult and responsible work along special technical
19 or supervisory lines in office, business, or fiscal administra-
20 tion, requiring ~~(A)~~ considerable specialized or supervisory
21 training and experience; ~~(B)~~ comprehensive and thorough
22 working knowledge of a specialized and complex subject
23 matter, procedure, or practice, or of the principles of the
24 profession, art, or science involved; and ~~(C)~~ to a consider-
25 able extent the exercise of independent judgment; or ~~(2)~~

1 to perform other work of equal importance, difficulty, and
2 responsibility, and requiring comparable qualifications.

3 Grade GS-9 includes all classes of positions the duties
4 of which are ~~(1)~~ to perform, under general supervision,
5 very difficult and responsible work along special technical,
6 supervisory, or administrative lines in office, business, or
7 fiscal administration, requiring ~~(A)~~ somewhat extended
8 specialized training and considerable specialized, supervisory,
9 or administrative experience which has demonstrated
10 capacity for sound independent work, ~~(B)~~ thorough and
11 fundamental knowledge of a special and complex subject
12 matter, or of the profession, art, or science involved, and
13 ~~(C)~~ considerable latitude for the exercise of independent
14 judgment; ~~(2)~~ with considerable latitude for the exercise
15 of independent judgment, to perform moderately difficult and
16 responsible work, requiring ~~(A)~~ professional, scientific, or
17 technical training equivalent to that represented by gradua-
18 tion from a college or university of recognized standing, and
19 ~~(B)~~ considerable additional professional scientific, or tech-
20 nical training or experience which has demonstrated capacity
21 for sound independent work; or ~~(3)~~ to perform other work
22 of equal importance, difficulty, and responsibility, and re-
23 quiring comparable qualifications.

24 Grade GS-10 includes all classes of positions the duties
25 of which are ~~(1)~~ to perform, under general supervision,

1 highly difficult and responsible work along special technical,
2 supervisory, or administrative lines in office, business, or
3 fiscal administration, requiring ~~(A)~~ somewhat extended
4 specialized, supervisory, or administrative training and ex-
5 perience which has demonstrated capacity for sound inde-
6 pendent work, ~~(B)~~ thorough and fundamental knowledge
7 of a specialized and complex subject matter, or of the profes-
8 sion, art, or science involved, and ~~(C)~~ considerable latitude
9 for the exercise of independent judgment; or ~~(2)~~ to perform
10 other work of equal importance, difficulty, and responsibility,
11 and requiring comparable qualifications.

12 Grade GS-11 includes all classes of positions the duties
13 of which are ~~(1)~~ to perform, under general administrative
14 supervision and with wide latitude for the exercise of inde-
15 pendent judgment, work of marked difficulty and responsi-
16 bility along special technical, supervisory, or administrative
17 lines in office, business, or fiscal administration, requiring
18 ~~(A)~~ extended specialized, supervisory, or administrative
19 training and experience which has demonstrated important
20 attainments and marked capacity for sound independent ac-
21 tion or decision, and ~~(B)~~ intimate grasp of a specialized and
22 complex subject matter, or of the profession, art, or science
23 involved, or of administrative work of marked difficulty; ~~(2)~~
24 with wide latitude for the exercise of independent judgment,
25 to perform responsible work of considerable difficulty requir-
26 ing somewhat extended professional, scientific, or technical

1 training and experience which has demonstrated important
 2 attainments and marked capacity for independent work; or
 3 (3) to perform other work of equal importance, difficulty,
 4 and responsibility, and requiring comparable qualifications.

5 Grade GS-12 includes all classes of positions the duties
 6 of which are (1) to perform, under general administrative
 7 supervision, with wide latitude for the exercise of inde-
 8 pendent judgment, work of a very high order of difficulty
 9 and responsibility along special technical, supervisory, or
 10 administrative lines in office, business, or fiscal administra-
 11 tion, requiring (A) extended specialized, supervisory, or
 12 administrative training and experience which has demon-
 13 strated leadership and attainments of a high order in special-
 14 ized or administrative work, and (B) intimate grasp of a
 15 specialized and complex subject matter or of the profession,
 16 art, or science involved; (2) under general administrative
 17 supervision, and with wide latitude for the exercise of in-
 18 dependent judgment, to perform professional, scientific, or
 19 technical work of marked difficulty and responsibility requir-
 20 ing extended professional, scientific, or technical training
 21 and experience which has demonstrated leadership and
 22 attainments of a high order in professional, scientific, or
 23 technical research, practice, or administration; or (3) to
 24 perform other work of equal importance, difficulty, and
 25 responsibility, and requiring comparable qualifications.

26 Grade GS-13 includes all classes of positions the duties

1 of which are (1) to perform, under administrative direction,
2 with wide latitude for the exercise of independent judgment,
3 work of unusual difficulty and responsibility along special
4 technical, supervisory, or administrative lines, requiring ex-
5 tended specialized, supervisory, or administrative training
6 and experience which has demonstrated leadership and
7 marked attainments; (2) to serve as assistant head of a
8 major organization involving work of comparable level
9 within a bureau; (3) to perform, under administrative direc-
10 tion, with wide latitude for the exercise of independent
11 judgment, work of unusual difficulty and responsibility re-
12 quiring extended professional, scientific, or technical training
13 and experience which has demonstrated leadership and
14 marked attainments in professional, scientific, or technical
15 research, practice, or administration; or (4) to perform other
16 work of equal importance, difficulty, and responsibility, and
17 requiring comparable qualifications.

18 Grade GS-14 includes all classes of positions the duties
19 of which are (1) to perform, under general administrative
20 direction, with wide latitude for the exercise of independent
21 judgment, work of exceptional difficulty and responsibility
22 along special technical, supervisory, or administrative lines
23 which has demonstrated leadership and unusual attainments;
24 (2) to serve as head of a major organization within a bureau
25 involving work of comparable level; (3) to plan and direct

1 or to plan and execute major professional, scientific, technical,
2 administrative, fiscal, or other specialized programs, requiring
3 extended training and experience which has demonstrated
4 leadership and unusual attainments in professional, scientific,
5 or technical research, practice, or administration, or in admin-
6 istrative, fiscal, or other specialized activities; or (4) to
7 perform consulting or other professional, scientific, technical,
8 administrative, fiscal, or other specialized work of equal
9 importance, difficulty, and responsibility, and requiring com-
10 parable qualifications.

11 Grade GS-15 includes all classes of positions the duties
12 of which are (1) to perform, under general administrative
13 direction, with very wide latitude for the exercise of inde-
14 pendent judgment, work of outstanding difficulty and respon-
15 sibility along special technical, supervisory, or administrative
16 lines which has demonstrated leadership and excep-
17 tional attainments; (2) to serve as head of a major
18 organization within a bureau involving work of comparable
19 level; (3) to plan and direct or to plan and execute special-
20 ized programs of marked difficulty, responsibility, and na-
21 tional significance, along professional, scientific, technical,
22 administrative, fiscal, or other lines, requiring extended
23 training and experience which has demonstrated leadership
24 and unusual attainments in professional, scientific, or tech-
25 nical research, practice, or administration, or in administra-

1 tive, fiscal, or other specialized activities; or (4) to perform
2 consulting or other professional, scientific, technical, ad-
3 ministrative, fiscal, or other specialized work of equal
4 importance, difficulty, and responsibility, and requiring
5 comparable qualifications.

6 Grade GS-16 includes all classes of positions the duties
7 of which are (1) to perform, under general administrative
8 direction, with unusual latitude for the exercise of independ-
9 ent judgment, work of outstanding difficulty and responsi-
10 bility along special technical, supervisory, or administrative
11 lines which has demonstrated leadership and exceptional
12 attainments; (2) to serve as the head of a major organiza-
13 tion involving work of comparable level; (3) to plan and
14 direct or to plan and execute professional, scientific, technical,
15 administrative, fiscal, or other specialized programs of un-
16 usual difficulty, responsibility, and national significance, re-
17 quiring extended training and experience which has demon-
18 strated leadership and exceptional attainments in professional,
19 scientific, or technical research, practice, or administration,
20 or in administrative, fiscal, or other specialized activities; or
21 (4) to perform consulting or other professional, scientific,
22 technical, administrative, fiscal, or other specialized work of
23 equal importance, difficulty, and responsibility, and requiring
24 comparable qualifications.

25 Grade GS-17 includes all classes of positions the duties

1 of which are (1) to serve as the head of a bureau where
 2 the position, considering the kind and extent of the author-
 3 ities and responsibilities vested in it, and the scope, com-
 4 plexity, and degree of difficulty of the activities carried on,
 5 is of a high order among the whole group of positions of
 6 heads of bureaus; (2) to plan and direct or to plan and
 7 execute professional, scientific, technical, administrative,
 8 fiscal, or other specialized programs of exceptional difficulty,
 9 responsibility, and national significance, requiring extended
 10 training and experience which has demonstrated exceptional
 11 leadership and attainments in professional, scientific, or
 12 technical research, practice, or administration, or in adminis-
 13 trative, fiscal, or other specialized activities; or (3) to per-
 14 form consulting or other professional, scientific, technical,
 15 administrative, fiscal, or other specialized work of equal
 16 importance, difficulty, and responsibility, and requiring com-
 17 parable qualifications.

18 Grade GS-18 includes all classes of positions the duties
 19 of which are (1) to serve as the head of a bureau where the
 20 position, considering the kind and extent of the authorities
 21 and responsibilities vested in it, and the scope, complexity,
 22 and degree of difficulty of the activities carried on, is ex-
 23 ceptional and outstanding among the whole group of posi-
 24 tions of heads of bureaus; (2) to plan and direct or to plan
 25 and execute frontier or unprecedented professional, scientific,

1 technical, administrative, fiscal, or other specialized programs
 2 of outstanding difficulty, responsibility, and national sig-
 3 nificance, requiring extended training and experience which
 4 has demonstrated outstanding leadership and attainments in
 5 professional, scientific, or technical research, practice, or
 6 administration, or in administrative, fiscal, or other special-
 7 ized activities; or (3) to perform consulting or other pro-
 8 fessional, scientific, technical, administrative, fiscal, or other
 9 specialized work of equal importance, difficulty, and responsi-
 10 bility, and requiring comparable qualifications.

11 (b) The Crafts, Protective, and Custodial Schedule shall
 12 be divided into grades of difficulty and responsibility of
 13 work, as follows:

14 CRAFTS, PROTECTIVE, AND CUSTODIAL SCHEDULE

15 Grade CPC-1 includes all classes of positions the duties
 16 of which are to run errands, to check parcels, or to perform
 17 other light manual tasks with little or no responsibility.

18 Grade CPC-2 includes all classes of positions the duties
 19 of which are to handle desks, mail sacks, and other heavy
 20 objects, and to perform similar work ordinarily required of
 21 unskilled laborers; to pass coal; to clean office rooms; to
 22 perform regular messenger work with little responsibility; or
 23 to perform other work of equal difficulty and responsibility
 24 and requiring comparable qualifications.

25 Grade CPC-3 includes all classes of positions the duties

1 of which are to perform, under immediate supervision, cus-
2 todial, or office labor work with some degree of responsi-
3 bility; to operate paper-cutting, canceling, envelope-opening,
4 or envelope-sealing machines; to fire and keep up steam in
5 low-pressure boilers used for heating purposes, and to clean
6 boilers and oil machinery and related apparatus; to operate
7 passenger automobiles or light-duty trucks; to pack goods
8 for shipment; to work as leader of a group of charwomen;
9 to perform messenger work and do light manual or office-
10 labor tasks with some responsibility; to carry important
11 documents from one office to another, or attend the door
12 and private office of a public officer; or to perform other
13 work of equal difficulty and responsibility and requiring
14 comparable qualifications.

15 Grade CPC-4 includes all classes of positions the duties
16 of which are to perform, under general supervision, custodial
17 work of a responsible character; to guard office or storage
18 buildings; to supervise and direct a force of unskilled labor-
19 ers; to fire and to keep up steam in high-pressure boilers
20 and to operate other equipment used in connection with such
21 boilers; to perform general, semimechanical, new, or repair
22 work requiring some skill with hand tools; to work as craft
23 or trade helper; to operate heavy-duty trucks, semitrailers,
24 or tractor trailers; to operate a passenger automobile for a
25 department head or officer of comparable rank; to attend

1 the door of a private office of a department head or officer
2 of comparable rank; or to perform other work of equal
3 difficulty and responsibility and requiring comparable quali-
4 fications.

5 Grade ~~CPC-5~~ includes all classes of positions the duties
6 of which are to guard property of great value while in
7 transit; to supervise the operation and maintenance of a
8 low-capacity heating plant and its auxiliary equipment; or
9 to perform other work of equal difficulty and responsibility
10 and requiring comparable qualifications.

11 Grade ~~CPC-6~~ includes all classes of positions the duties
12 of which are to have immediate direction of a detachment
13 of building guards; to perform the work of a skilled mechanic;
14 to repair office appliances; or to perform other work of
15 equal difficulty and responsibility and requiring comparable
16 qualifications.

17 Grade ~~CPC-7~~ includes all classes of positions the duties
18 of which are to assist in the general supervision of a force
19 of building guards; to work as leader of a group of skilled
20 mechanics; or to perform other work of equal difficulty and
21 responsibility and requiring comparable qualifications.

22 Grade ~~CPC-8~~ includes all classes of positions the duties
23 of which are to have general supervision over a force of build-
24 ing guards; to supervise the operation of a mechanical shop;
25 to direct skilled mechanics and other employees engaged in

1 the operation and maintenance of equipment providing heat-
2 ing, ventilating, air conditioning, power, and sanitation in
3 one or more public buildings; or to perform other work of
4 equal difficulty and responsibility and requiring comparable
5 qualifications.

6 Grade CPC-9 includes all classes of positions the duties
7 of which are to direct supervisory and office assistants, me-
8 chanics, guards, elevator operators, laborers, janitors, and
9 other employees engaged in the custody, maintenance, and
10 protection of a public building; or to assist in the direction
11 of such employees when engaged in similar duties in a group
12 of buildings; or to perform other work of equal difficulty and
13 responsibility and requiring comparable qualifications.

14 Grade CPC-10 includes all classes of positions the duties
15 of which are to direct supervisory and office assistants, me-
16 chanics, guards, elevator operators, laborers, janitors, and
17 other employees engaged in the custody, maintenance, and
18 protection of a group of public buildings; or to perform other
19 work of equal difficulty and responsibility and requiring com-
20 parable qualifications.

21 SEC. 603. (a) Except as provided in subsection (c)
22 (2), the rates of basic compensation with respect to officers,
23 employees, and positions to which this Act applies shall
24 be in accordance with the schedules of per annum rates
25 contained in subsections (b) and (c) (1).

(b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates						
GS 1-----	\$2,186	\$2,266	\$2,346	\$2,426	\$2,506	\$2,586	\$2,666
GS 2-----	\$2,384	\$2,464	\$2,544	\$2,624	\$2,704	\$2,784	\$2,864
GS 3-----	\$2,600	\$2,680	\$2,760	\$2,840	\$2,920	\$3,000	\$3,080
GS 4-----	\$2,824	\$2,904	\$2,984	\$3,064	\$3,144	\$3,224	\$3,304
GS 5-----	\$3,075	\$3,200	\$3,325	\$3,450	\$3,575	\$3,700	\$3,825
GS 6-----	\$3,451	\$3,576	\$3,701	\$3,826	\$3,951	\$4,076	\$4,201
GS 7-----	\$3,827	\$3,952	\$4,077	\$4,202	\$4,327	\$4,452	\$4,577
GS 8-----	\$4,200	\$4,325	\$4,450	\$4,575	\$4,700	\$4,825	\$4,950
GS 9-----	\$4,600	\$4,725	\$4,850	\$4,975	\$5,100	\$5,225	\$5,350
GS 10-----	\$5,000	\$5,125	\$5,250	\$5,375	\$5,500	\$5,625	\$5,750
GS 11-----	\$5,400	\$5,600	\$5,800	\$6,000	\$6,200	\$6,400	
GS 12-----	\$6,400	\$6,600	\$6,800	\$7,000	\$7,200	\$7,400	
GS 13-----	\$7,600	\$7,800	\$8,000	\$8,200	\$8,400	\$8,600	
GS 14-----	\$8,800	\$9,000	\$9,200	\$9,400	\$9,600	\$9,800	
GS 15-----	\$10,000	\$10,250	\$10,500	\$10,750	\$11,000		
GS 16-----	\$11,500	\$11,750	\$12,000	\$12,250	\$12,500		
GS 17-----	\$13,000	\$13,250	\$13,500	\$13,750	\$14,000		
GS 18-----	\$15,000						

(c) (1) The compensation schedule for the Crafts, Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates						
CPC 1-----	\$1,510	\$1,570	\$1,630	\$1,690	\$1,750	\$1,810	\$1,870
CPC 2-----	\$2,120	\$2,198	\$2,260	\$2,330	\$2,400	\$2,470	\$2,540
CPC 3-----	\$2,252	\$2,332	\$2,412	\$2,492	\$2,572	\$2,652	\$2,732
CPC 4-----	\$2,450	\$2,530	\$2,610	\$2,690	\$2,770	\$2,850	\$2,930
CPC 5-----	\$2,674	\$2,754	\$2,834	\$2,914	\$2,994	\$3,074	\$3,154
CPC 6-----	\$2,900	\$2,980	\$3,060	\$3,140	\$3,220	\$3,300	\$3,380
CPC 7-----	\$3,125	\$3,225	\$3,325	\$3,425	\$3,525	\$3,625	\$3,725
CPC 8-----	\$3,400	\$3,525	\$3,650	\$3,775	\$3,900	\$4,025	\$4,150
CPC 9-----	\$3,775	\$3,900	\$4,025	\$4,150	\$4,275	\$4,400	\$4,525
CPC 10-----	\$4,150	\$4,275	\$4,400	\$4,525	\$4,650	\$4,775	\$4,900

(2) Charwomen working part time shall be paid at the rate of \$2,400 per annum, and head charwomen working part time at the rate of \$2,540 per annum.

(d) Whenever payment is made on the basis of a daily, hourly, weekly, or monthly rate, such rate shall be computed from the appropriate annual rate specified in subsection (b) or (c) by the method prescribed in section 604 (d) of the Federal Employees Pay Act of 1945.

SEC. 604. (a) For the purpose of making initial adjust-

ments to the classification grades provided in this Act, positions which are required to be compensated in accordance with this Act and which were immediately prior to the effective date of this title in the professional and scientific service, the subprofessional service, the clerical, administrative, and fiscal service, or the crafts, protective, and custodial service of the Classification Act of 1923, as amended, are hereby allocated to corresponding grades of the General Schedule or the Crafts, Protective, and Custodial Schedule as set forth below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General schedule	Crafts, protective, and custodial schedule
	1			GS 1	
	2	1		GS 1	
	3	2		GS 2	
	4	3		GS 3	
	5	4		GS 4	
1	6	5		GS 5	
	7	6		GS 6	
2	8	7		GS 7	
		8		GS 8	
3		9		GS 9	
		10		GS 10	
4		11		GS 11	
5		12		GS 12	
6		13		GS 13	
7		14		GS 14	
8		15		GS 15	
			1		CPC 1
			2		CPC 2
			3		CPC 3
			4		CPC 4
			5		CPC 5
			6		CPC 6
			7		CPC 7
			8		CPC 8
			9		CPC 9
			10		CPC 10

1 ~~(b)~~ The rates of basic compensation of officers and em-
2 ployees to whom this Act applies shall be initially adjusted
3 as follows:

4 ~~(1)~~ In all cases where the number of pay rates
5 within a grade specified in this Act is the same as in
6 the corresponding grade of the Classification Act of
7 1923, as amended, employees shall have the same rela-
8 tive pay rate of the new grade, except as provided in
9 paragraphs ~~(2)~~, ~~(10)~~, and ~~(11)~~ of this subsection.

10 ~~(2)~~ Employees in grade 2 of the subprofessional
11 service immediately prior to the effective date of this
12 title, at the first, second, third, fourth, fifth, sixth, and
13 seventh rate shall have the second, third, fourth, fifth,
14 sixth, seventh, and seventh rate, respectively, of grade
15 4 of the General Schedule.

16 ~~(3)~~ Employees in grade 1 of the crafts, protective,
17 and custodial service immediately prior to the effective
18 date of this title, at the first, second, third, fourth, and
19 fifth rate shall have the first, third, fourth, sixth, and
20 seventh rate, respectively, of grade 1 of the Crafts, Pro-
21 tective, and Custodial Schedule.

22 ~~(4)~~ Employees in grades 2 and 3 of the crafts,
23 protective, and custodial service immediately prior to the
24 effective date of this title, shall have the same relative

1 pay rate of the first six rates of grades 2 and 3, respec-
2 tively, of the Crafts, Protective, and Custodial Schedule.

3 (5) Employees in grade 4 of the professional and
4 scientific service and grade 11 of the clerical, adminis-
5 trative, and fiscal service immediately prior to the
6 effective date of this title, at the first, second, third,
7 fourth, and fifth rate shall have the first, second, third,
8 fourth, and sixth rate, respectively, of grade 11 of the
9 General Schedule.

10 (6) Employees in grade 5 of the professional and
11 scientific service and grade 12 of the clerical, adminis-
12 trative, and fiscal service immediately prior to the
13 effective date of this title, at the first, second, third,
14 fourth, and fifth rate shall have the first, second, third,
15 fourth, and fifth rate, respectively, of grade 12 of the
16 General Schedule.

17 (7) Employees in grade 6 of the professional and
18 scientific service and grade 13 of the clerical, adminis-
19 trative, and fiscal service immediately prior to the
20 effective date of this title, at the first, second, third,
21 fourth, and fifth rate shall have the first, second, third,
22 fourth, and fifth rate, respectively, of grade 13 of the
23 General Schedule.

24 (8) Employees in grade 7 of the professional and

1 scientific service and grade 14 of the clerical, adminis-
2 trative, and fiscal service immediately prior to the effec-
3 tive date of this title, at the first, second, third, fourth,
4 and fifth rate shall have the first, second, third, fifth,
5 and sixth rate, respectively, of grade 14 of the General
6 Schedule.

7 ~~(9)~~ Employees in grade 8 of the professional and
8 scientific service and grade 15 of the clerical, adminis-
9 trative, and fiscal service immediately prior to the effec-
10 tive date of this title, at the first and second rate of the
11 grade shall have the third rate of grade 15 of the
12 General Schedule.

13 ~~(10)~~ Employees receiving a rate of basic compen-
14 sation, authorized by law, immediately prior to the effec-
15 tive date of this title, in excess of the appropriate new
16 rate of the grade as determined under paragraphs ~~(1)~~
17 to ~~(9)~~, inclusive, and paragraph ~~(11)~~, may continue
18 to receive such rate so long as they remain in the same
19 position and grade, but when any such position becomes
20 vacant, the rate of basic compensation of any subse-
21 quent appointee shall be fixed in accordance with this
22 Act.

23 ~~(11)~~ Employees in grade 1 of the subprofessional
24 service immediately prior to the effective date of this
25 title, at the first, second, third, fourth, fifth, sixth, and

seventh rate shall have the first, first, second, third, fourth, fifth, and sixth rate, respectively, of grade 1 of the General Schedule.

SEC. 605. Any increase in rate of basic compensation by reason of the enactment of this title shall not be regarded as an "equivalent increase" in compensation within the meaning of section 701.

TITLE VII—STEP INCREASES

SEC. 701. (a) Each officer or employee compensated on a per annum basis, and occupying a permanent position within the scope of the compensation schedules fixed by this Act, who has not attained the maximum scheduled rate of compensation for the grade in which his position is placed, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of (1) each fifty-two calendar weeks of service if his position is in a grade in which the step-increases are less than \$200, or (2) each seventy-eight calendar weeks of service if his position is in a grade in which the step-increases are \$200 or more, subject to the following conditions:

(A) That no equivalent increase in compensation from any cause was received during such period, except increase made pursuant to section 702;

1 ~~(B)~~ That his current efficiency rating is “good” or
2 better than “good”;

3 ~~(C)~~ That the service and conduct of such officer or
4 employee are certified as being otherwise satisfactory
5 by the department; and

6 ~~(D)~~ That the benefit of successive step-increases
7 shall be preserved, under regulations issued by the Com-
8 mission, for officers and employees whose continuous
9 service is interrupted in the public interest by service
10 with the armed forces or by service in essential non-
11 Government civilian employment during a period of
12 war or national emergency.

13 ~~(b)~~ The term “good” as used in this title shall have the
14 same meaning as when used in the systems of efficiency
15 rating established pursuant to title IX of this Act.

16 SEC. 702. ~~(a)~~ Within the limit of available appropri-
17 ations and in accordance with standards promulgated by the
18 Commission, each department is authorized, subject to prior
19 approval by the Commission ~~(except as provided in sub-~~
20 ~~section (b))~~, to make additional step-increases as a reward
21 for superior accomplishment, but no officer or employee shall
22 be eligible for more than one such additional step-increase
23 within each of the time periods specified in section 701 ~~(a)~~.

24 ~~(b)~~ The Commission is authorized to delegate to any
25 department the authority to make the additional step-

1 increases provided for in this section, without prior approval
2 in individual cases by the Commission. The Commission
3 may withdraw or suspend such authority whenever review
4 of such actions by the Commission indicates that standards
5 promulgated by the Commission have not been observed,
6 and may restore such authority whenever it is satisfied that
7 subsequent actions will be taken in conformance with such
8 standards.

9 ~~(c)~~ Each department shall report to the Commission all
10 actions taken under this section, together with the reasons
11 therefor. The Commission shall submit an annual report to
12 Congress covering the numbers and types of actions taken
13 under this section.

14 SEC. 703. ~~(a)~~ Subject to subsection ~~(b)~~, and as a reward
15 for long and faithful service, each department shall grant
16 an additional step-increase ~~(to be known as a longevity~~
17 ~~step-increase)~~ beyond the maximum scheduled rate of the
18 grade in which his position is placed, to each officer or
19 employee for each three years of continuous service completed
20 by him at such maximum rate or at a rate in excess thereof
21 authorized by this section without change of grade or rate
22 of basic compensation except such change as may be pre-
23 scribed by any provision of law of general application.

24 ~~(b)~~ ~~(1)~~ No officer or employee shall be entitled to a

1 longevity step-increase while holding a position in any grade
2 above grade 10 of the General Schedule.

3 ~~(2)~~ No officer or employee shall receive a longevity
4 step-increase unless his current efficiency rating is "good"
5 or better than "good", and his service and conduct are certi-
6 fied as being otherwise satisfactory by the department.

7 ~~(3)~~ No officer or employee shall receive more than one
8 longevity step-increase for any three years of continuous
9 service.

10 ~~(4)~~ Each longevity step-increase shall be equal to the
11 largest step between any two consecutive rates of the grade
12 in which the position of the officer or employee is placed.

13 ~~(5)~~ Not more than three successive longevity step-
14 increases may be granted to any officer or employee.

15 ~~(6)~~ The officer or employee shall have had, in the ag-
16 gregate, not less than ten years of service in the position
17 which he then occupies, or in positions of equivalent or higher
18 class or grade.

19 ~~(c)~~ When an officer or employee, receiving basic com-
20 pensation at a rate in excess of the maximum scheduled
21 rate for his grade under section 604 ~~(b)~~ ~~(10)~~, section
22 1005 ~~(b)~~, or any other provision of law, is eligible for his
23 first longevity step-increase beyond the maximum rate of
24 such grade he shall—

25 ~~(1)~~ receive total basic compensation which is equal

to the basic compensation at the maximum scheduled rate for his grade plus such first longevity step-increase, or

~~(2)~~ continue to receive compensation at such rate in excess of the maximum scheduled rate for his grade, if the compensation at such rate is higher than the total basic compensation specified in paragraph ~~(1)~~.

In case any such officer or employee receiving compensation under paragraph ~~(2)~~ is eligible for a subsequent successive longevity step-increase, he shall—

~~(A)~~ receive the same total basic compensation which he would be entitled to receive after such subsequent longevity step-increase, if his total basic compensation had, at the time he was eligible for his first longevity step-increase, been determined under paragraph ~~(1)~~; or

~~(B)~~ continue to receive compensation under paragraph ~~(2)~~ if such compensation is higher than the total basic compensation specified in paragraph ~~(A)~~.

SEC. 704. In computing length of service for the purposes of this title, service immediately preceding the effective date of this title shall be counted toward ~~(1)~~ one step-increase under section 701 and one additional step-increase under section 702, or ~~(2)~~ longevity step-increases under section 703, as the case may be.

1 SEC. 705. This title shall not apply to the compensation
2 of persons appointed by the President, by and with the
3 advice and consent of the Senate.

4 TITLE VIII—GENERAL COMPENSATION RULES

5 SEC. 801. All new appointments shall be made at the
6 minimum rate of the appropriate class or grade.

7 SEC. 802. (a) The rate of basic compensation to be re-
8 ceived by any officer or employee to whom this Act applies
9 shall be governed by regulations issued by the Commission
10 in conformity with this Act when—

11 (1) he is transferred from a position to which this
12 Act does not apply;

13 (2) he is transferred from any position to which
14 this Act applies to another such position;

15 (3) he is demoted to a position in a lower class
16 or grade;

17 (4) he is reinstated, reappointed, or reemployed;

18 (5) his type of appointment is changed;

19 (6) his employment status is otherwise changed; or

20 (7) his position is changed from one class or grade
21 to another class or grade.

22 (b) Any officer or employee who is promoted or trans-
23 ferred to a position in a higher class or grade shall receive
24 basic compensation at the lowest rate of the higher class or
25 grade which is at least one step-increase above his existing

1 rate of basic compensation. If, in the case of any officer or
 2 employee so promoted or transferred who is receiving ~~(1)~~
 3 one or more longevity step-increases under section 703, or
 4 ~~(2)~~ basic compensation at a rate in excess of the maximum
 5 scheduled rate for his grade under section 604 ~~(b)~~ ~~(10)~~,
 6 section 1005 ~~(b)~~, or any other provision of law, there is no
 7 rate in such higher class or grade which is at least one step-
 8 increase above his existing rate of basic compensation, he
 9 shall receive ~~(A)~~ the maximum scheduled rate of such
 10 higher grade, or ~~(B)~~ his existing rate of basic compensation,
 11 if such existing rate is the higher.

12 TITLE IX—EFFICIENCY RATINGS

13 SEC. 901. ~~(a)~~ The Commission shall establish and may
 14 revise uniform systems of efficiency rating for the appraisal
 15 of the service of officers and employees in positions in the
 16 classes and grades provided by this Act. Such systems shall
 17 set forth degrees of efficiency which shall constitute ground
 18 for ~~(1)~~ the recognition of outstanding performance, ~~(2)~~ the
 19 granting of increases in the rate of compensation, ~~(3)~~ con-
 20 tinuance at the existing rate of compensation, ~~(4)~~ decrease
 21 in the rate of compensation of officers and employees who
 22 at the time are above the middle rate for the grade in which
 23 their positions are placed, and ~~(5)~~ removal from the position
 24 or dismissal from the service.

25 ~~(b)~~ Each department shall rate in accordance with such

1 systems the efficiency of each officer or employee under its
2 jurisdiction. Ratings shall be open to inspection by repre-
3 sentatives of the Commission and by officers and employees
4 of the department in accordance with regulations issued by
5 the Commission. Each officer or employee shall have the
6 right to inspect the detailed report of his own rating.

7 (c) Reductions in compensation, removals from posi-
8 tions, or dismissals from the service shall be made by the
9 departments whenever the efficiency ratings warrant.

10 SEC. 902. (a) There shall be established in each de-
11 partment one or more boards of review each of which shall
12 be composed of three members. One member, who shall
13 serve as chairman, shall be designated by the Commission;
14 one member shall be designated by the department con-
15 cerned; and one member shall be designated by the officers
16 and employees of the department concerned in such manner
17 as may be determined by the Commission.

18 (b) Alternate members shall be designated in the same
19 manner as their respective principal members. The boards
20 of review shall meet at the call of their respective chairmen
21 for the purpose of considering and passing upon the merits
22 of such efficiency ratings assigned to officers and employees
23 as may be submitted to such boards of review as hereinafter
24 provided.

25 (c) Any officer or employee shall, upon written request

1 to the chairman of the appropriate board of review of his
2 department, be entitled as a matter of right to a hearing and
3 a review by such board of review of his efficiency rating.
4 At the hearing the officer or employee, and such representa-
5 tive as he may designate, and such representatives of
6 the department as may be designated by the depart-
7 ment, shall be afforded an opportunity (1) to submit orally
8 or in writing any information deemed by the board of re-
9 view to be pertinent to the case, and (2) to hear or examine,
10 and reply to, any such information submitted to such board
11 by other parties. After any such hearing the board may
12 make such adjustment in any such efficiency rating as it
13 may find to be proper.

14 TITLE X—GENERAL PROVISIONS

15 SEC. 1001. The Commission is hereby authorized to
16 issue such regulations as may be necessary for the admin-
17 istration of this Act.

18 SEC. 1002. The Commission shall prepare and submit
19 to the President an annual report with respect to the rates
20 of compensation under, and the administration of, this Act.
21 The President shall submit an annual report to Congress
22 which shall contain, among other matters, such recommenda-
23 tions, based upon the report of the Commission, as he may
24 deem advisable.

25 SEC. 1003. In the administration of this Act, there shall

1 be no discrimination with respect to any person, or with
2 respect to the position held by any person, on account of
3 sex, marital status, race, creed, or color.

4 SEC. 1004. Nothing in this Act shall be construed to
5 affect the application to officers and employees to whom this
6 Act applies of the veteran-preference provisions in the Civil
7 Service Act, as amended, and the Veterans' Preference Act
8 of 1944, as amended.

9 SEC. 1005. (a) Except as provided in subsection (b)—
10 (1) titles VI, VII, VIII, and XI shall take effect
11 on the first day of the first pay period which begins
12 after the date of enactment of this Act;
13 (2) all other provisions of this Act shall take effect
14 upon enactment.

15 (b) With respect to any position which, immediately
16 prior to the date of enactment of this Act, is not subject
17 to the Classification Act of 1923, as amended (including
18 positions in grade 9 of the professional and scientific service
19 or in grade 16 of the clerical, administrative, and fiscal
20 service referred to in section 13 of such Act), but to which
21 this Act applies, this Act shall take effect on a date specified
22 by the Commission, but not later than the first day of the
23 first pay period which begins after six months following the
24 date of enactment of this Act. An officer or employee oc-
25 cupying any such position on such effective date, and re-

1 receiving basic compensation at a rate in excess of the appro-
 2 priate rate of the grade in which such position is placed;
 3 shall continue to receive basic compensation without change
 4 in rate until ~~(1)~~ he leaves such position, or ~~(2)~~ he is
 5 entitled to receive basic compensation at a higher rate by
 6 reason of the operation of title V or VII. When such
 7 position is vacated by such officer or employee, the rate of
 8 basic compensation of any subsequent appointee shall be
 9 fixed in accordance with this Act.

10 SEC. 1006. Whenever reference is made in any other
 11 law to the Classification Act of 1923, as amended, such
 12 reference shall be held and considered to mean this Act.
 13 Whenever reference is made in any other law to a grade of
 14 the Classification Act of 1923, as amended, such reference
 15 shall be held and considered to mean the corresponding grade
 16 shown in section 604 of this Act.

17 SEC. 1007. There are hereby authorized to be appro-
 18 priated such sums as may be necessary to carry out the pro-
 19 visions of this Act.

20 TITLE XI—MISCELLANEOUS PROVISIONS

21 SEC. 1101. ~~(a)~~ Section 603 ~~(b)~~ of the Federal Em-
 22 ployees Pay Act of 1945, as amended, is hereby amended
 23 by striking out "\$10,330" and inserting in lieu thereof
 24 "\$10,500".

25 ~~(b)~~ Section 7 ~~(b)~~ of the Federal Employees Pay Act

1 of 1946, as amended, is hereby amended by striking out
2 “\$10,330” and inserting in lieu thereof “\$10,500”.

3 (e) Section 303 (e) of the Postal Rate Revision and
4 Federal Employees Salary Act of 1948 is hereby amended
5 by striking out “\$10,330” and inserting in lieu thereof
6 “\$10,500”.

7 SEC. 1102. The following laws and parts of laws are
8 hereby repealed:

9 (1) The Classification Act of 1923, as amended;

10 (2) Public Resolution Numbered 36, Sixty-eighth Con-
11 gress, approved June 7, 1924 (43 Stat. 669);

12 (3) Public, Numbered 555, Seventieth Congress, ap-
13 proved May 28, 1928 (45 Stat. 776), as amended;

14 (4) Public, Numbered 523, Seventy-first Congress,
15 approved July 3, 1930 (46 Stat. 1003), as amended;

16 (5) Sections 505, 506, 507, 508, and 509 of the
17 Economy Act, approved June 30, 1932 (47 Stat. 416);

18 (6) Sections 3, 4, 5, 6, and 7 of Public, Numbered
19 880, Seventy-sixth Congress, approved November 26, 1940
20 (54 Stat. 1212), as amended;

21 (7) Public Law 200 (except section 6 thereof), Sev-
22 enty-seventh Congress, approved August 1, 1941 (55 Stat.
23 613);

24 (8) Public Law 694, Seventy-seventh Congress, ap-
25 proved August 1, 1942 (56 Stat. 733);

1 ~~(9)~~ Title IV of the Federal Employees Pay Act of
 2 1945, approved June 30, 1945 (59 Stat. 298); and

3 ~~(10)~~ Sections 2 and 12 of the Federal Employees Pay
 4 Act of 1946, approved May 24, 1946 (60 Stat. 216, 219).

5 SEC. 1103. All laws or parts of laws inconsistent with
 6 this Act are hereby repealed to the extent of such
 7 inconsistency.

8 *That this Act may be cited as the "Position-Classification*
 9 *and Pay Act of 1949".*

10 TITLE I—DECLARATION OF POLICY

11 SEC. 101. *It is the purpose of this Act to provide a*
 12 *plan for classification of positions and for rates of basic*
 13 *compensation whereby—*

14 (1) *in determining the rate of basic compensation*
 15 *which an officer or employee shall receive, (A) the*
 16 *principle of equal pay for substantially equal work*
 17 *shall be followed, and (B) variations in rates of basic*
 18 *compensation paid to different officers and employees*
 19 *shall be in proportion to substantial differences in the*
 20 *difficulty, responsibility, and qualification requirements*
 21 *of the work performed and to the contributions of*
 22 *officers and employees to efficiency and economy in the*
 23 *service; and*

24 (2) *individual positions shall, in accordance with*

1 *their duties, responsibilities, and qualification require-*
 2 *ments, be so grouped and identified by classes and*
 3 *grades, as defined in section 301, and the various classes*
 4 *shall be so described in published standards, as provided*
 5 *for in title IV, that the resulting position-classifica-*
 6 *tion system can be used in all phases of personnel*
 7 *administration.*

8 *TITLE II—COVERAGE AND EXEMPTIONS*

9 *SEC. 201. (a) For the purposes of this Act, the term*
 10 *“department” includes (1) the executive departments; (2)*
 11 *the independent establishments and agencies in the execu-*
 12 *tive branch, including corporations wholly owned by the*
 13 *United States; (3) the Administrative Office of the United*
 14 *States Courts; (4) the Library of Congress; (5) the*
 15 *Botanic Garden; (6) the Government Printing Office;*
 16 *(7) the General Accounting Office; (8) the Office of the*
 17 *Architect of the Capitol; and (9) the municipal government*
 18 *of the District of Columbia.*

19 *(b) Subject to the exemptions specified in section 202,*
 20 *this Act shall apply to all civilian positions, officers, and*
 21 *employees in or under the departments.*

22 *SEC. 202. This Act (except title XII) shall not apply*
 23 *to—*

24 *(1) the field service of the Post Office Department,*
 25 *for which the salary rates are fixed by Public Law*

134, Seventy-ninth Congress, approved July 6, 1945,
as amended and supplemented;

(2) the Foreign Service of the United States under
the Department of State, for which the salary rates are
fixed by the Foreign Service Act of 1946, as supplemented by Public Law 160, Eighty-first Congress, approved July 6, 1949; and positions in or under the Department of State which are (A) connected with the representation of the United States to international organizations; or (B) specifically exempted by law from the Classification Act of 1923, as amended, or any other classification or compensation law;

(3) physicians, dentists, nurses, and other employees in the Department of Medicine and Surgery in the Veterans' Administration, whose compensation is fixed under Public Law 293, Seventy-ninth Congress, approved January 3, 1946;

(4) teachers, school officers, and employees of the Board of Education of the District of Columbia, whose compensation is fixed under the District of Columbia Teachers' Salary Act of 1947, as supplemented by Public Law 151, Eighty-first Congress, approved June 30, 1949;

(5) officers and members of the Metropolitan Police, the Fire Department of the District of Columbia,

1 *the United States Park Police, and the White House*
2 *Police;*

3 (6) *lighthouse keepers and civilian employees on*
4 *lightships and vessels of the Coast Guard, whose com-*
5 *ensation is fixed under Public Law 143, Eighty-first*
6 *Congress, approved June 29, 1949;*

7 (7) *positions and employees in recognized trades*
8 *or crafts, or other skilled mechanical crafts, or in un-*
9 *skilled, semiskilled, or skilled manual-labor occupations*
10 *(except such employees in positions to which the Classi-*
11 *fication Act of 1923, as amended, now applies, the duties*
12 *of which involve the maintenance and operation of pub-*
13 *lic buildings and associated equipment or the perform-*
14 *ance of work in scientific or engineering laboratories as*
15 *aides to scientists or engineers), and employees in the*
16 *Bureau of Engraving and Printing the duties of whom*
17 *are to perform or to direct manual or machine opera-*
18 *tions requiring special skill or experience, or to per-*
19 *form or direct the counting, examining, sorting, or other*
20 *verification of the product of manual or machine*
21 *operations;*

22 (8) *officers and members of crews of vessels, whose*
23 *compensation shall be fixed and adjusted from time to*
24 *time as nearly as is consistent with the public interest*

1 *in accordance with prevailing rates and practices in the*
2 *maritime industry;*

3 *(9) employees of the Government Printing Office*
4 *whose compensation is fixed under Public, Numbered*
5 *276, Sixty-eighth Congress, approved June 7, 1924;*

6 *(10) civilian professors, lecturers, and instructors*
7 *at the Naval War College and the Naval Academy*
8 *whose compensation is fixed under Public Law 604,*
9 *Seventy-ninth Congress; senior professors, professors,*
10 *associate and assistant professors, and instructors at the*
11 *Naval Postgraduate School whose compensation is fixed*
12 *under Public Law 303, Eightieth Congress; and the*
13 *Academic Dean of the Postgraduate School of the Naval*
14 *Academy whose compensation is fixed under Public Law*
15 *402, Seventy-ninth Congress;*

16 *(11) aliens or persons not citizens of the United*
17 *States who occupy positions outside the several States*
18 *and the District of Columbia;*

19 *(12) the Tennessee Valley Authority;*

20 *(13) the Inland Waterways Corporation;*

21 *(14) the Alaska Railroad;*

22 *(15) the Virgin Islands Corporation;*

23 *(16) the corporations under the supervision of the*
24 *Farm Credit Administration;*

1 (17) the Central Intelligence Agency;

2 (18) employees who serve without compensation or
3 at nominal rates of compensation;

4 (19) employees none or only part of whose com-
5 pensation is paid from appropriated funds of the United
6 States: Provided, That with respect to the Veterans'
7 Canteen Service in the Veterans' Administration, the
8 provisions of this paragraph shall be applicable only to
9 those positions which are exempt from the Classifica-
10 tion Act of 1923, as amended, pursuant to Public Law
11 636, Seventy-ninth Congress, approved August 7, 1946,
12 as amended;

13 (20) employees whose compensation is fixed under
14 a cooperative agreement between the United States and
15 (A) a State, Territory, or possession of the United
16 States, or political subdivision thereof, or (B) a person
17 or organization outside the service of the Federal
18 Government;

19 (21) student nurses, medical or dental interns,
20 residents-in-training, student dietitians, student physical
21 therapists, student occupational therapists, and other
22 student employees, assigned or attached to a hospital,
23 clinic, or laboratory primarily for training purposes,
24 whose compensation is fixed under Public Law 330,

1 *Eightieth Congress, approved August 4, 1947, or section*
2 *14 (b) of Public Law 293, Seventy-ninth Congress,*
3 *approved January 3, 1946, as amended by Public Law*
4 *722, Eightieth Congress, approved June 19, 1948;*

5 (22) *inmates, patients, or beneficiaries receiving*
6 *care or treatment or living in Government agencies or*
7 *institutions;*

8 (23) *experts or consultants, when employed tempo-*
9 *rarily or intermittently in accordance with section 15*
10 *of Public Law 600, Seventy-ninth Congress, approved*
11 *August 2, 1946;*

12 (24) *emergency or seasonal employees occupying*
13 *positions of uncertain or purely temporary duration, or*
14 *who are employed for brief periods at intervals;*

15 (25) *persons employed on a fee, contract, or piece-*
16 *work basis;*

17 (26) *persons who may lawfully perform their duties*
18 *concurrently with their private profession, business, or*
19 *other employment, and whose duties require only a por-*
20 *tion of their time, where it is impracticable to ascertain*
21 *or anticipate the proportion of time devoted to the service*
22 *of the Federal Government;*

23 (27) *positions for which rates of basic compensa-*
24 *tion are individually fixed, or expressly authorized to*

1 *be fixed, by any other law, at or in excess of the regu-*
2 *lar maximum rate of the highest grade established*
3 *by this Act.*

4 *SEC. 203. The Civil Service Commission, hereinafter*
5 *referred to as the "Commission", is authorized and directed*
6 *to determine finally the applicability of sections 201 and 202*
7 *to specific positions, officers, and employees.*

8 *TITLE III—BASIS FOR CLASSIFYING*
9 *POSITIONS*

10 *SEC. 301. For the purposes of this Act, the term—*

11 *(1) "position" means the work, consisting of the*
12 *duties and responsibilities, assignable to an officer or*
13 *employee;*

14 *(2) "class" or "class of positions" includes all*
15 *positions which are sufficiently similar, as to (A) kind*
16 *or subject matter of work, (B) level of difficulty and*
17 *responsibility, and (C) the qualification requirements*
18 *of the work, to warrant similar treatment in personnel*
19 *and pay administration; and*

20 *(3) "grade" includes all classes of positions which*
21 *(although different with respect to kind or subject*
22 *matter of work) are sufficiently equivalent as to (A)*
23 *level of difficulty and responsibility, and (B) level of*
24 *qualification requirements of the work, to warrant the*
25 *inclusion of such classes of positions within one range of*

1 *rates of basic compensation, as specified in title VI.*

2 *SEC. 302. (a) Each position shall be placed in its ap-*
3 *propriate class. The basis for determining the class in*
4 *which each position shall be placed shall be the duties and*
5 *responsibilities of such position and the qualifications re-*
6 *quired by such duties and responsibilities.*

7 (b) *Each class shall be placed in its appropriate grade.*
8 *The basis for determining the grade in which each class shall*
9 *be placed shall be the level of difficulty, responsibility, and*
10 *qualification requirements of the work of such class.*

11 *SEC. 303. No appropriated funds shall be used to pay*
12 *the compensation of any officer or employee who places a*
13 *supervisory position in a class and grade solely on the basis*
14 *of the size of the group, section, bureau, or other organiza-*
15 *tion unit or the number of subordinates supervised. Such*
16 *factors may be given effect only to the extent warranted by*
17 *the work load of the organization unit and then only in*
18 *combination with other factors, such as the kind, difficulty,*
19 *and complexity of work supervised, the degree and scope of*
20 *responsibility delegated to the supervisor, and the kind, de-*
21 *gree, and character of the supervision actually exercised.*

22 *TITLE IV—PREPARATION AND PUBLICATION*
23 *OF STANDARDS*

24 *SEC. 401. (a) The Commission, after consultation with*
25 *the departments, shall prepare standards for placing positions*

1 in their proper classes and grades. The Commission is au-
2 thorized to make such inquiries or investigations of the duties,
3 responsibilities, and qualification requirements of positions
4 as it deems necessary for this purpose. In such standards
5 the Commission shall (1) define the various classes of posi-
6 tions that exist in the service in terms of duties, responsi-
7 bilities, and qualification requirements; (2) establish the
8 official class titles; and (3) set forth the grades in which
9 such classes have been placed by the Commission. At the
10 request of the Commission, the department shall furnish
11 information for and cooperate in the preparation of such
12 standards. Such standards shall be published in such form
13 as the Commission may determine.

14 (b) The Commission shall keep such standards up to
15 date. From time to time, after consultation with the depart-
16 ments to the extent deemed necessary by the Commission, it
17 may revise, supplement, or abolish existing standards, or
18 prepare new standards, so that, as nearly as may be practi-
19 cable, positions existing at any given time within the service
20 will be covered by current published standards.

21 (c) The official class titles so established shall be used
22 for personnel, budget, and fiscal purposes, but this require-
23 ment shall not prevent the use of organizational or other
24 titles for internal administration, public convenience, law
25 enforcement, or similar purposes.

TITLE V—AUTHORITY AND PROCEDURE

SEC. 501. (a) Notwithstanding section 502, the Commission shall have authority, which may be exercised at any time in its discretion, to—

(1) ascertain currently the facts as to the duties, responsibilities, and qualification requirements of any position;

(2) place in an appropriate class and grade any newly created position or any position coming initially under this Act;

(3) decide whether any position is in its appropriate class and grade; and

(4) change any position from one class or grade to another class or grade whenever the facts warrant.

The Commission shall certify to the department concerned action taken by the Commission under paragraph (2) or (4). The department shall take action in accordance with such certificate, and such certificate shall be binding on all administrative, certifying, pay roll, disbursing, and accounting officers of the Government.

(b) Any employee or employees (including any officer or officers) affected or any department may request at any time that the Commission exercise the authority granted to it under subsection (a) and the Commission shall act upon such request.

1 *SEC. 502. (a) Except as otherwise provided in this*
2 *title, each department shall place each position under its*
3 *jurisdiction to which this Act applies in its appropriate*
4 *class and grade in conformance with standards published*
5 *by the Commission or, if no published standards directly*
6 *apply, consistently with published standards. A department*
7 *may, whenever the facts warrant, change any position which*
8 *it has placed in a class or grade under this subsection from*
9 *such class or grade to another class or grade. Such actions*
10 *of the departments shall be the basis for the payment of*
11 *compensation and for personnel transactions until changed*
12 *by certificate of the Commission.*

13 *(b) The Commission shall, from time to time, review*
14 *such number of positions in each department as will enable*
15 *the Commission to determine whether such department is*
16 *placing positions in classes and grades in conformance with*
17 *or consistently with published standards.*

18 *SEC. 503. Whenever the Commission finds under sec-*
19 *tion 502 (b) that a position to which this Act applies is not*
20 *placed in its proper class and grade in conformance with*
21 *published standards or that positions for which no standards*
22 *have been published are not placed in classes and grades*
23 *consistently with published standards, it shall, after consul-*

1 *tation with appropriate officers or employees of the depart-*
2 *ment concerned, place each such position in its appropriate*
3 *class and grade and shall certify such action to the depart-*
4 *ment. The department shall take action in accordance with*
5 *such certificate, and such certificate shall be binding on*
6 *all administrative, certifying, pay roll, disbursing, and ac-*
7 *counting officers of the Government.*

8 *SEC. 504. (a) Whenever the Commission finds that*
9 *any department is not placing positions in classes and grades*
10 *in conformance with or consistently with published standards,*
11 *it may revoke or suspend in whole or in part the authority*
12 *granted to the department under section 502 and require*
13 *that prior approval of the Commission be secured before an*
14 *action placing a position in a class and grade becomes effec-*
15 *tive for payroll and other personnel purposes. Such revoca-*
16 *tions or suspensions may be limited in the discretion of the*
17 *Commission, to (1) the departmental or field service, or any*
18 *part thereof; (2) any geographic area; (3) any organiza-*
19 *tion unit or group of organization units; (4) certain types*
20 *of classification actions; (5) classes in particular occupa-*
21 *tional groups or grades; or (6) classes for which standards*
22 *have not been published.*

23 *(b) After all or part of the authority of the department*

1 *has been revoked or suspended, the Commission may at any*
2 *time restore such authority to the extent that it is satisfied*
3 *that subsequent actions placing positions in classes and grades*
4 *will be taken in conformance with or consistently with pub-*
5 *lished standards.*

6 *SEC. 505. The Commission may (1) prescribe the form*
7 *in which each department shall record the duties and respon-*
8 *sibilities of positions to which this Act applies and the places*
9 *where such records shall be maintained, (2) examine these*
10 *or any other pertinent records of the department, and (3)*
11 *interview any officers or employees of the department who*
12 *have knowledge of the duties and responsibilities of such*
13 *positions and information as to the reasons for placing a posi-*
14 *tion in any class and grade.*

15 *TITLE VI—BASIC COMPENSATION SCHEDULES*

16 *SEC. 601. There are hereby established the following*
17 *basic compensation schedules for positions to which this Act*
18 *applies:*

19 *(1) A “General Schedule”, the symbol for which*
20 *shall be “GS”, in lieu of the professional and scientific*
21 *service, the clerical, administrative, and fiscal service,*
22 *and the subprofessional service specified in section 13 of*
23 *the Classification Act of 1923, as amended; and*

(2) A "Crafts, Protective, and Custodial Schedule", the symbol for which shall be "CPC", in lieu of the crafts, protective, and custodial service specified in such section.

SEC. 602. (a) The General Schedule shall be divided into fifteen grades of difficulty and responsibility of work.

(b) The Crafts, Protective, and Custodial Schedule shall be divided into nine grades of difficulty and responsibility of work.

SEC. 603. (a) Except as provided in subsection (c) (2), the rates of basic compensation with respect to officers, employees, and positions to which this Act applies shall be in accordance with the schedules of per annum rates contained in subsections (b) and (c) (1).

(b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates						
GS-1-----	\$2, 200	\$2, 280	\$2, 360	\$2, 440	\$2, 520	\$2, 600	\$2, 680
GS-2-----	\$2, 450	\$2, 530	\$2, 610	\$2, 690	\$2, 770	\$2, 850	\$2, 930
GS-3-----	\$2, 700	\$2, 780	\$2, 860	\$2, 940	\$3, 020	\$3, 100	\$3, 180
GS-4-----	\$3, 000	\$3, 080	\$3, 160	\$3, 240	\$3, 320	\$3, 400	\$3, 480
GS-5-----	\$3, 100	\$3, 225	\$3, 350	\$3, 475	\$3, 600	\$3, 725	\$3, 850
GS-6-----	\$3, 850	\$3, 975	\$4, 100	\$4, 225	\$4, 350	\$4, 475	\$4, 600
GS-7-----	\$4, 600	\$4, 725	\$4, 850	\$4, 975	\$5, 100	\$5, 225	\$5, 350
GS-8-----	\$5, 400	\$5, 650	\$5, 900	\$6, 150	\$6, 400		
GS-9-----	\$6, 400	\$6, 650	\$6, 900	\$7, 150	\$7, 400		
GS-10-----	\$7, 600	\$7, 850	\$8, 100	\$8, 350	\$8, 600		
GS-11-----	\$8, 800	\$9, 050	\$9, 300	\$9, 550	\$9, 800		
GS-12-----	\$10, 000	\$10, 500	\$11, 000				
GS-13-----	\$11, 500	\$12, 000	\$12, 500				

- 1 (c) (1) The compensation schedule for the Crafts,
2 Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates						
CPC-1-----	\$1,410	\$1,470	\$1,530	\$1,590	\$1,650	\$1,710	\$1,770
CPC-2-----	\$2,080	\$2,150	\$2,220	\$2,290	\$2,360	\$2,430	\$2,500
CPC-3-----	\$2,420	\$2,500	\$2,580	\$2,660	\$2,740	\$2,820	\$2,900
CPC-4-----	\$2,680	\$2,760	\$2,840	\$2,920	\$3,000	\$3,080	\$3,160
CPC-5-----	\$2,960	\$3,040	\$3,120	\$3,200	\$3,280	\$3,360	\$3,440
CPC-6-----	\$3,180	\$3,280	\$3,380	\$3,480	\$3,580	\$3,680	\$3,780
CPC-7-----	\$3,400	\$3,525	\$3,650	\$3,775	\$3,900	\$4,025	\$4,150
CPC-8-----	\$3,775	\$3,900	\$4,025	\$4,150	\$4,275	\$4,400	\$4,525
CPC-9-----	\$4,150	\$4,275	\$4,400	\$4,525	\$4,650	\$4,775	\$4,900

- 3 (2) Charwomen working part time shall be paid at the
4 rate of \$1.13 per hour, and head charwoman working part
5 time at the rate of \$1.18 per hour.

- 6 (d) Whenever payment is made on the basis of a
7 daily, hourly, weekly, biweekly, or monthly rate, such rate
8 shall be computed from the appropriate annual rate speci-
9 fied in subsection (b) or (c) by the method prescribed in
10 section 604 (d) of the Federal Employees Pay Act of 1945.

- 11 SEC. 604. (a) For the purpose of making initial ad-
12 justments to the classification grades provided in this Act,
13 positions which are required to be compensated in accordance
14 with this Act and which were immediately prior to the effec-
15 tive date of this title in the professional and scientific service,
16 the subprofessional service, the clerical, administrative, and
17 fiscal service, or the crafts, protective, and custodial service of
18 the Classification Act of 1923, as amended, are hereby allo-

1 cated to corresponding grades of the General Schedule or the
 2 Crafts, Protective, and Custodial Schedule as set forth below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General Schedule	Crafts, protective, and custodial schedule
	1			GS-1	
	2	1		GS-1	
	3	2		GS-2	
	4	3		GS-3	
	5	4		GS-4	
1	6	5		GS-5	
	7	6		GS-5	
2	8	7		GS-6	
		8		GS-6	
3		9		GS-7	
		10		GS-7	
4		11		GS-8	
5		12		GS-9	
6		13		GS-10	
7		14		GS-11	
8		15		GS-12	
			1		CPC-1
			2		CPC-2
			3		CPC-2
			4		CPC-3
			5		CPC-4
			6		CPC-5
			7		CPC-6
			8		CPC-7
			9		CPC-8
			10		CPC-9

3 (b) The rates of basic compensation of officers and em-
 4 ployees to whom this Act applies shall be initially adjusted
 5 as follows:

6 (1) In all cases where the number of pay rates within
 7 a grade specified in this Act is the same as in the correspond-

1 ing grade of the Classification Act of 1923, as amended,
2 employees shall have the same relative pay rate of the new
3 grade, except as provided in paragraphs (2), (3), (4),
4 (5), (6), and (11) of this subsection.

5 (2) Employees in grade 1 of the subprofessional serv-
6 ice immediately prior to the effective date of this title, at the
7 first, second, third, fourth, fifth, sixth, and seventh rate shall
8 have the first, first, second, third, fourth, fifth, and sixth
9 rate, respectively, of grade 1 of the General Schedule.

10 (3) Employees in grade 2 of the subprofessional service
11 immediately prior to the effective date of this title, at the
12 first, second, third, fourth, fifth, sixth, and seventh rate
13 shall have the second, third, fourth, fifth, sixth, seventh, and
14 seventh rate, respectively, of grade 1 of the General Schedule.

15 (4) Employees in grade 7 of the subprofessional serv-
16 ice and grade 6 of the clerical, administrative, and fiscal
17 service immediately prior to the effective date of this title,
18 at the first, second, third, and fourth rate shall have the
19 fourth, fifth, sixth, and seventh rate, respectively, of grade 5
20 of the General Schedule. Employees in these grades im-
21 mediately prior to the effective date of this title, at the fifth,
22 sixth, and seventh rate shall have such rate initially adjusted
23 to \$3,975, \$4,100, and \$4,225, respectively.

24 (5) Employees in grade 8 of the clerical, administra-
25 tive, and fiscal service immediately prior to the effective date

1 of this title, at the first, second, third, and fourth rate shall
2 have the fourth, fifth, sixth, and seventh rate, respectively,
3 of grade 6 of the General Schedule. Employees in this grade
4 immediately prior to the effective date of this title, at the
5 fifth, sixth, and seventh rate shall have such rate initially
6 adjusted to \$4,725, \$4,850, and \$4,975, respectively.

7 (6) Employees in grade 10 of the clerical, administra-
8 tive, and fiscal service immediately prior to the effective date
9 of this title, at the first, second, third, and fourth rate shall
10 have the fourth, fifth, sixth, and seventh rate, respectively,
11 of grade 7 of the General Schedule. Employees in this
12 grade immediately prior to the effective date of this title, at
13 the fifth, sixth, and seventh rate shall have such rate ini-
14 tially adjusted to \$5,475, \$5,600, and \$5,725, respectively.

15 (7) Employees in grade 1 of the crafts, protective, and
16 custodial service immediately prior to the effective date of
17 this title, at the first, second, third, fourth, and fifth rate
18 shall have the first, third, fourth, sixth, and seventh rate,
19 respectively, of grade 1 of the Crafts, Protective, and Cus-
20 todial Schedule.

21 (8) Employees in grade 2 of the crafts, protective, and
22 custodial service immediately prior to the effective date of
23 this title, shall have the same relative pay rate of the first six
24 rates, respectively, of grade 2 of the Crafts, Protective, and
25 Custodial Schedule.

1 (9) *Employees in grade 3 of the crafts, protective, and*
2 *custodial service immediately prior to the effective date of*
3 *this title, at the first, second, third, fourth, and fifth rate*
4 *shall have the third, fourth, fifth, sixth, and seventh rate,*
5 *respectively, of grade 2 of the Crafts, Protective, and Cus-*
6 *todial Schedule. Employees in this grade immediately prior*
7 *to the effective date of this title, at the sixth rate shall have*
8 *such rate initially adjusted to \$2,570.*

9 (10) *Employees in grade 8 of the professional and*
10 *scientific service and grade 15 of the clerical, administrative,*
11 *and fiscal service immediately prior to the effective date of*
12 *this title, at the first and second rate of the grade shall have*
13 *the second and third rate, respectively, of grade 12 of the*
14 *General Schedule.*

15 (11) *Employees receiving a rate of basic compensa-*
16 *tion immediately prior to the effective date of this title, in*
17 *excess of the appropriate new rate of the grade as determined*
18 *under paragraph (1) to (10), inclusive, may continue to*
19 *receive such rate so long as they remain in the same position*
20 *and grade, but, when any such position becomes vacant,*
21 *the rate of basic compensation of any subsequent appointee*
22 *shall be fixed in accordance with this Act.*

23 SEC. 605. *Each of the rates, \$3,975, \$4,100, and*
24 *\$4,225 in grade 5 of the General Schedule, \$4,725,*
25 *\$4,850, and \$4,975 in grade 6 of the General Schedule,*

1 \$5,475, \$5,600, and \$5,725 in grade 7 of the General
2 Schedule, and \$2,570 in grade 2 of the Crafts, Protective,
3 and Custodial Schedule, is authorized to be paid only to
4 those employees whose existing compensation is initially
5 adjusted to that rate under section 604 (b).

6 SEC. 606. Any increase in rate of basic compensation
7 by reason of the enactment of this title shall not be regarded
8 as an "equivalent increase" in compensation within the mean-
9 ing of section 701.

10 SEC. 607. Compensation of the superintendents of the
11 House and Senate press galleries shall be at the basic rates
12 of \$5,820 per annum and the superintendents of the House
13 and Senate periodical galleries at the basic rates of \$4,500
14 per annum. Basic compensation of the four assistants in
15 each of the House and Senate press galleries shall be, one
16 position at \$4,500, one at \$2,940, one at \$2,940, and one
17 at \$2,100 per annum.

18 TITLE VII—STEP INCREASES

19 SEC. 701. Each officer or employee compensated on a
20 per annum basis, and occupying a permanent position
21 within the scope of the compensation schedules fixed by this
22 Act, who has not attained the maximum rate of compensa-
23 tion for the grade in which his position is placed, shall be
24 advanced in compensation successively to the next higher
25 rate within the grade at the beginning of the next pay period

1 following the completion of (1) each fifty-two calendar
2 weeks of service if his position is in a grade in which the
3 step increases are less than \$200, or (2) each seventy-
4 eight calendar weeks of service if his position is in a grade
5 in which the step increases are \$200 or more, subject to
6 the following conditions:

7 (A) That no equivalent increase in compensation from
8 any cause was received during such period, except increase
9 made pursuant to section 702 or 1002;

10 (B) That the service and conduct of such officer or
11 employee are certified by the department as being satisfac-
12 tory; and

13 (C) That the benefit of successive step increases shall
14 be preserved, under regulations issued by the Commission,
15 for officers and employees whose continuous service is in-
16 terrupted in the public interest by service with the armed
17 forces or by service in essential non-Government civilian
18 employment during a period of war or national emergency.

19 SEC. 702. Within the limit of available appropriations
20 and in accordance with standards promulgated by the Com-
21 mission, each department is authorized, subject to prior ap-
22 proval by the Commission (except as provided in section
23 704), to make additional step increases as a reward for
24 superior accomplishment, but no officer or employee shall be

1 eligible for more than one such additional step increase within
2 each of the time periods specified in section 701.

3 SEC. 703. (a) Subject to subsection (b), within the
4 limit of available appropriations, and in accordance with
5 standards promulgated by the Commission, each department
6 is authorized, subject to prior approval by the Commission
7 (except as provided in section 704), to make additional step
8 increases as a reward for meritorious service to an officer or
9 employee beyond the maximum rate of the grade in which his
10 position is placed.

11 (b) (1) For each such additional step increase the
12 officer or employee shall have completed three years of con-
13 tinuous service at such maximum rate or at a rate in excess
14 thereof authorized by this section without change of grade
15 or rate of basic compensation except such change as may be
16 prescribed by any provision of law of general application.

17 (2) No officer or employee shall receive an additional
18 step increase under this section unless his current service and
19 conduct are certified by his department as being meritorious.

20 (3) The officer or employee shall have had, in the
21 aggregate, not less than ten years of service in the position
22 which he then occupies, or in positions of equivalent or higher
23 class or grade.

24 (4) Each such additional step increase shall be equal

1 to the largest step between any two consecutive rates of the
2 grade in which the position of the officer or employee is placed.

3 (5) No officer or employee shall receive more than one
4 such additional step increase for any three years of contin-
5 uous service.

6 (6) In no event shall any officer or employee, by
7 reason of this section, receive a rate of basic compensation
8 which is more than three step increases above the scheduled
9 maximum rate of his grade.

10 (7) The performance of an officer or employee who is
11 receiving an additional step increase under this section shall
12 be reviewed annually, and if this review reflects a failure to
13 render meritorious service his rate of basic compensation
14 shall revert to the rate which he received immediately prior
15 to his last additional step increase under this section.

16 (c) When an officer or employee, receiving basic com-
17 pensation at a rate in excess of the maximum scheduled rate
18 for his grade under paragraph (4), (5), (6), (9), or (11)
19 of section 604 (b), or any other provision of law, is eligible
20 for his first additional step increase beyond the maximum rate
21 of such grade he shall—

22 (1) receive total basic compensation which is equal
23 to the basic compensation at the maximum scheduled

rate for his grade plus such first additional step increase,
or

(2) continue to receive compensation at such rate in excess of the maximum scheduled rate for his grade, if the compensation at such rate is higher than the total basic compensation specified in paragraph (1).

In case any such officer or employee receiving compensation under paragraph (2) is eligible for a subsequent successive additional step increase under section 703, he shall—

(A) receive the same total basic compensation which he would be entitled to receive after such subsequent additional step increase, if his total basic compensation had, at the time he was eligible for his first additional step increase under section 703, been determined under paragraph (1), or

(B) continue to receive compensation under paragraph (2) if such compensation is higher than the total basic compensation specified in paragraph (A).

SEC. 704. (a) The Commission is authorized to delegate to any department the authority to make the additional step increases provided for in sections 702 and 703, without prior approval in individual cases by the Commission. The Commission may withdraw or suspend such authority when—

1 ever review of such actions by the Commission indicates that
2 standards promulgated by the Commission have not been
3 observed, and may restore such authority whenever it is
4 satisfied that subsequent actions will be taken in conform-
5 ance with such standards.

6 (b) Each department shall report to the Commission
7 all actions taken under sections 702 and 703, together with
8 the reasons therefor. The Commission shall submit an
9 annual report to Congress covering the numbers and types
10 of action taken under these sections.

11 SEC. 705. In computing length of service for the pur-
12 poses of this title, service immediately preceding the effective
13 date of this title shall be counted toward (1) one step increase
14 under section 701 and one additional step increase under
15 section 702, or (2) additional step increases under section
16 703, as the case may be.

17 SEC. 706. This title shall not apply to the compensation
18 of persons appointed by the President, by and with the
19 advice and consent of the Senate.

20 TITLE VIII—GENERAL COMPENSATION RULES

21 SEC. 801. All new appointments shall be made at the
22 minimum rate of the appropriate grade or class.

23 SEC. 802. (a) The rate of basic compensation to be
24 received by any officer or employee to whom this Act applies

1 shall be governed by regulations issued by the Commission
2 in conformity with this Act when—

3 (1) he is transferred from a position to which this
4 Act does not apply;

5 (2) he is transferred from any position to which
6 this Act applies to another such position;

7 (3) he is demoted to a position in a lower class
8 or grade;

9 (4) he is reinstated, reappointed, or reemployed;

10 (5) his type of appointment is changed;

11 (6) his employment status is otherwise changed; or

12 (7) his position is changed from one class or grade
13 to another class or grade.

14 (b) Any officer or employee who is promoted or trans-
15 ferred to a position in a higher class or grade shall receive
16 basic compensation at the lowest rate of the higher class
17 or grade which is at least one step increase above his existing
18 rate of basic compensation. If, in the case of any officer
19 or employee so promoted or transferred who is receiving

20 (1) one or more additional step increases under section
21 703, or (2) basic compensation at a rate in excess of the
22 maximum scheduled rate for his grade under paragraph (4),
23 (5), (6), (9), or (11) of section 604 (b), or any other
24 provision of law, there is no rate in such higher class or

1 *grade which is at least one step increased above his existing*
2 *rate of basic compensation, he shall receive (A) the maxi-*
3 *mum scheduled rate of such higher grade, or (B) his existing*
4 *rate of basic compensation, whichever rate is the higher.*

5 *SEC. 803. (a) Whenever the Commission shall find*
6 *(1) that a sufficient number of qualified eligibles for posi-*
7 *tions in a given class cannot be secured in one or more areas*
8 *or locations at the existing minimum rate for such class, and*
9 *(2) that a sufficient number of such eligibles can be secured*
10 *by increasing the minimum rate for such class in such areas*
11 *or locations to a rate not higher than the middle rate of the*
12 *grade in which such class is placed, the Commission may, by*
13 *regulation, establish such higher rate as the minimum rate*
14 *for that class in each area or location concerned. Each such*
15 *regulation shall specify the date, not more than one year*
16 *from the date of issuance, when it shall cease to be effective*
17 *unless extended by another such regulation.*

18 *(b) Minimum rates established under subsection (a)*
19 *shall be duly published by regulation and, subject to subsec-*
20 *tion (a), may be revised from time to time by the Commis-*
21 *sion. The Commission shall submit an annual report to*
22 *Congress of such actions or revisions, together with the*
23 *reasons therefor. Such actions or revisions shall have the*
24 *force and effect of law.*

25 *(c) Any increase in rate of basic compensation result-*

1 *ing from the establishment of new minimum rates under this*
2 *section shall not be regarded as an "equivalent increase"*
3 *in compensation within the meaning of section 701.*

4 *SEC. 804. (a) The Commission is authorized to estab-*
5 *lish schedules of pay differentials to be added to the rates*
6 *prescribed in title VI, in the case of employments in which*
7 *the employee is inherently exposed in the performance of*
8 *assigned duties to unusual danger of loss of life, crippling*
9 *injury, or disabling disease.*

10 *(b) No such differential shall exceed 50 per centum of*
11 *the rate of basic compensation otherwise applicable.*

12 *(c) The Commission shall make a study of the problem*
13 *of additional compensation for hazardous employments and*
14 *submit a report to Congress not later than one year from*
15 *the date of enactment of this Act, setting forth its findings*
16 *and such recommendations as it may deem advisable for*
17 *a future policy and plan with respect to additional compen-*
18 *sation for hazardous employments.*

19 *TITLE IX—PERFORMANCE RATING PLANS .*

20 *SEC. 901. (a) Plans or systems shall be established in*
21 *each department for recognizing and appraising the accom-*
22 *plishments of officers and employees to whom this title applies*
23 *(hereinafter referred to as performance rating plans).*

24 *(b) Such plans shall conform to the following standards:*

25 *(1) Each performance rating plan shall be established*

1 and administered as a part of general management opera-
2 tions, and shall include, among other things, a program
3 for the development and use of standards of work perform-
4 ance which will serve those who supervise and those who
5 are supervised as a basis of operation as well as a basis for
6 evaluating the accomplishments of officers and employees
7 performing or responsible for such work.

8 (2) Each performance rating plan shall contribute
9 toward improvement in supervisor-employee relationships
10 through periodic consultation between administrators and
11 supervisors, and between supervisors and employees for the
12 purpose of (A) developing and securing a mutual under-
13 standing of standards of work performance and (B) secur-
14 ing an understanding of actual performance in relation to
15 such standards.

16 (3) Each performance rating plan shall be consistently
17 applied as a means for promoting the effectiveness and
18 economy of organization units, including (A) improvement
19 in the effectiveness with which individual employees do their
20 work, (B) contributions to improved effectiveness of the
21 organization group, and, in the case of groups of employees
22 or administrative and supervisory officers and employees,
23 (C) effectiveness in improving services without increasing
24 the costs of such services, and (D) effectiveness in reducing

1 costs without impairment of essential services and without
2 excessive use of overtime.

3 (4) Each performance rating plan shall provide for
4 degrees of accomplishment representing at least (A) satis-
5 factory performance, corresponding to an efficiency rating
6 of "Good" under laws superseded by this Act, which shall
7 serve as a basis for determining eligibility for any statutory
8 benefits conditioned on an efficiency rating of "Good", (B)
9 unsatisfactory performance which shall serve as a basis for
10 removal from the position in which such unsatisfactory per-
11 formance was rendered, and (C) outstanding performance
12 which shall be accorded only when all aspects of performance
13 not only exceed normal requirements but are deserving of
14 special commendation. No employee shall be rated unsatis-
15 factory without a prior warning in writing and with-
16 out a reasonable opportunity to demonstrate satisfactory
17 performance.

18 (5) Each performance rating plan shall provide that
19 any officer or employee rated less than satisfactory will be
20 entitled, upon his written request, to a hearing and a review
21 of the merits of such rating within the department; that at
22 such hearing such officer or employee and his representative,
23 and representatives of the department will be afforded an
24 opportunity to submit pertinent information orally or in writ-

1 ing, and to hear or examine, and reply to, information
2 submitted by others; and that after such hearing, the officer or
3 employee will have a written decision on the case, and that
4 he and his representative will have an opportunity to examine
5 the record on which such decision was based.

6 *SEC. 902. The Civil Service Commission is authorized*
7 *and directed to develop and publish standards for the estab-*
8 *lishment, operation, and revision of performance rating plans*
9 *and for the determination of the effectiveness of their admin-*
10 *istration.*

11 *SEC. 903. No officer or employee to whom this title*
12 *applies shall be rated as to the merits of his accomplishments,*
13 *regardless of the name given to such rating, and no such*
14 *rating shall be considered as a basis for any action, except*
15 *under a performance rating plan approved by the Commis-*
16 *sion as conforming to the standards established under this*
17 *title.*

18 *SEC. 904. (a) The Commission is authorized to inspect*
19 *the administration of performance rating plans by the depart-*
20 *ments to determine the degree of compliance with the stand-*
21 *ards established under this title.*

22 *(b) Whenever the Commission shall determine that such*
23 *standards are not being observed, the Commission may, after*
24 *three months' notice to the department affected, giving the*

1 reasons, revoke its approval of any performance rating plan
2 previously approved.

3 (c) After such revocation, such performance rating plan
4 and any current ratings made thereunder shall become in-
5 operative, and the department shall thereupon use such per-
6 formance rating plan as the Civil Service Commission shall
7 prescribe.

8 SEC. 905. Any officer or employee with a current per-
9 formance rating of satisfactory or higher shall be eligible
10 for transfer to any position in the department for which he is
11 qualified and available. Whenever any department has any
12 such officer or employee in a position which is surplus, no
13 permanent position in the department for which such officer
14 or employee is qualified and available may be filled by the
15 appointment, reinstatement, or transfer of a person who is
16 not an officer or employee of such department.

17 TITLE X—MANAGEMENT IMPROVEMENT PLAN
18 AND REWARDS

19 SEC. 1001. (a) In accordance with regulations issued
20 and administered by the Director of the Bureau of the
21 Budget, each department shall make systematic reviews of
22 the operations of each of its activities, functions, or organi-
23 zation units, on a continuing basis.

1 (b) The purposes of such reviews shall include, among
2 other things, (a) determining the degree of efficiency and
3 economy in the operation of the department's activities, func-
4 tions, or organization units, (b) identifying the units that
5 are outstanding in those respects, and (c) identifying the
6 supervisors and employees whose personal efforts have caused
7 their units to be outstanding in efficiency and economy of
8 operations.

9 SEC. 1002. (a) In each department there shall be estab-
10 lished an Efficiency Awards Committee, the membership of
11 which shall be designated by the head of department.

12 (b) It shall be the duty of the Efficiency Awards Com-
13 mittee (1) to identify those supervisors and employees
14 within the department whose superior accomplishments have
15 contributed to outstanding efficiency and economy in ad-
16 ministration, and (2) to award to such supervisors and em-
17 ployees, subject to the approval of the head of department
18 and to the limitations of subsection (c), cash awards or
19 increases in rates of basic compensation which, in the judg-
20 ment of the Committee, are commensurate with their demon-
21 strated superior accomplishments: Provided, however, That
22 the total amount of such awards or increases to any group of
23 supervisors and employees shall not exceed 25 per centum
24 of the estimated saving to the Government due to their
25 superior accomplishments.

1 (c) Any such cash award or any such increase in rate
2 of basic compensation shall not exceed an amount equal to
3 three times the step increase of the applicable grade. Any
4 such increase in rate of basic compensation shall be at one,
5 two, or three times the step increase of the applicable grade
6 and shall be in lieu of any additional compensation as a
7 reward for superior accomplishment under section 702.

8 (d) An award under this title shall be given due weight
9 in qualifying and selecting employees for promotion to posi-
10 tions in higher grades.

11 SEC. 1003. The Bureau of the Budget shall maintain
12 control of the program set forth in this title and shall annually
13 report the results of such program to Congress, with such
14 recommendations as it may deem advisable.

15 TITLE XI—GENERAL PROVISIONS

16 SEC. 1101. The Commission is hereby authorized to
17 issue such regulations as may be necessary for the admin-
18 istration of this Act.

19 SEC. 1102. The Commission shall prepare and submit
20 to the President an annual report with respect to the rates
21 of compensation under, and the administration of, this Act.
22 The President shall submit an annual report to Congress
23 which shall contain, among other matters, such recommenda-
24 tions, based upon the report of the Commission, as he may
25 deem advisable.

1 *SEC. 1103. In the administration of this Act, there shall*
2 *be no discrimination with respect to any person, or with*
3 *respect to the position held by any person, on account of sex,*
4 *marital status, race, creed, or color.*

5 *SEC. 1104. Nothing in this Act shall be construed to*
6 *affect the application to officers and employees to whom this*
7 *Act applies of the veteran-preference provisions in the Civil*
8 *Service Act, as amended, and the Veterans' Preference Act*
9 *of 1944, as amended.*

10 *SEC. 1105. (a) Except as provided in subsection (b)—*
11 *(1) titles VI, VII, VIII, and XII shall take effect*
12 *on the first day of the first pay period which begins after*
13 *the date of enactment of this Act;*

14 *(2) all other provisions of this Act shall take effect*
15 *upon enactment.*

16 *(b) With respect to any position which, immediately*
17 *prior to the date of enactment of this Act, is not subject to*
18 *the Classification Act of 1923, as amended (including posi-*
19 *tion in grade 9 of the professional and scientific service or*
20 *in grade 16 of the clerical, administrative, and fiscal service*
21 *referred to in section 13 of such Act), but to which this*
22 *Act applies, this Act shall take effect on a date specified*
23 *by the Commission, but not later than the first day of the*
24 *first pay period which begins after six months following*
25 *the date of enactment of this Act. An officer or employee*

1 occupying any such position on such effective date, and
2 receiving basic compensation at a rate in excess of the ap-
3 propriate rate of the grade in which such position is placed,
4 shall continue to receive compensation at such rate so long
5 as he remains in the same position and grade, but when any
6 such position becomes vacant, the rate of basic compensation
7 of any subsequent appointee shall be fixed in accordance
8 with this Act.

9 *SEC. 1106.* Whenever reference is made in any other
10 law to the Classification Act of 1923, as amended, such
11 reference shall be held and considered to mean this Act.
12 Whenever reference is made in any other law to a grade of
13 the Classification Act of 1923, as amended, such reference
14 shall be held and considered to mean the corresponding grade
15 shown in section 604 of this Act.

16 *SEC. 1107.* There are hereby authorized to be appro-
17 priated such sums as may be necessary to carry out the
18 provisions of this Act.

19 *TITLE XII—MISCELLANEOUS PROVISIONS*

20 *SEC. 1201.* Section 66 of the Farm Credit Act of 1933
21 (48 Stat. 269) is hereby amended by striking out “\$10,000”
22 in each instance and inserting in lieu thereof “\$12,500”.

23 *SEC. 1202.* The following laws and parts of laws are
24 hereby repealed:

- 1 (1) *The Classification Act of 1923, as amended;*
- 2 (2) *Public Resolution Numbered 36, Sixty-eighth Con-*
- 3 *gress, approved June 7, 1924 (43 Stat. 669);*
- 4 (3) *Public, Numbered 555, Seventieth Congress, ap-*
- 5 *proved May 28, 1928 (45 Stat. 776), as amended;*
- 6 (4) *Public, Numbered 523, Seventy-first Congress, ap-*
- 7 *proved July 3, 1930 (46 Stat. 1003), as amended;*
- 8 (5) *Sections 505, 506, 507, 508, and 509 of the*
- 9 *Economy Act, approved June 30, 1932 (47 Stat. 416);*
- 10 (6) *Sections 3, 4, 5, 6, and 7 of Public, Numbered*
- 11 *880, Seventy-sixth Congress, approved November 26, 1940*
- 12 *(54 Stat. 1212), as amended;*
- 13 (7) *Public Law 200, Seventy-seventh Congress, ap-*
- 14 *proved August 1, 1941 (55 Stat. 613);*
- 15 (8) *The second proviso in section 3 of the Legislative*
- 16 *Pay Act of 1929, as amended (55 Stat. 615);*
- 17 (9) *Public Law 694, Seventy-seventh Congress, ap-*
- 18 *proved August 1, 1942 (56 Stat. 733);*
- 19 (10) *Title IV of the Federal Employees Pay Act of*
- 20 *1945, approved June 30, 1945 (59 Stat. 298); and*
- 21 (11) *Sections 2 and 12 of the Federal Employees Pay*
- 22 *Act of 1946, approved May 24, 1946 (60 Stat. 216, 219).*
- 23 *SEC. 1203. Section 604 (d) of the Federal Employees*
- 24 *Pay Act of 1945, as amended, is amended to read as follows:*

1 “(d) (1) Hereafter, for all pay computation purposes
2 affecting officers or employees in or under the executive
3 branch, the judicial branch, or the District of Columbia mu-
4 nicipal government, basic per annum rates of compensation
5 established by or pursuant to law shall be regarded as pay-
6 ment for employment during fifty-two basic administrative
7 workweeks of forty hours.

8 “(2) Whenever for any such purpose it is necessary
9 to convert a basic monthly or annual rate to a basic bi-
10 weekly, weekly, daily, or hourly rate, the following rules shall
11 govern:

12 “(A) A monthly rate shall be multiplied by twelve
13 to derive an annual rate;

14 “(B) An annual rate shall be divided by fifty-two
15 or twenty-six, as the case may be, to derive a weekly or
16 biweekly rate;

17 “(C) A weekly or biweekly rate shall be divided by
18 forty or eighty, as the case may be, to derive an hourly
19 rate; and

20 “(D) A daily rate shall be derived by multiplying
21 an hourly rate by the number of daily hours of service
22 required.

23 “(3) All rates shall be computed to the nearest cent,
24 counting one-half cent and over as a whole cent.”

1 *SEC. 1204. All Acts or parts of Acts in conflict here-*
2 *with are hereby repealed to the extent of such conflict.*

Passed the House of Representatives September 28,
1949.

Attest:

RALPH R. ROBERTS,

Clerk.

Passed the Senate with an amendment September 30
(legislative day, September 3), 1949.

Attest: LESLIE L. BIFFLE,
Secretary.

AN ACT

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

IN THE SENATE OF THE UNITED STATES

SEPTEMBER 30 (legislative day, SEPTEMBER 3), 1949

Ordered to be printed with the amendment of the Senate

considered as having been read for amendment. No amendment shall be in order to said bill except amendments offered by the direction of the Committee on Ways and Means, and said amendments shall be in order, any rule of the House to the contrary notwithstanding. Amendments offered by direction of the Committee on Ways and Means may be offered to any section of the bill at the conclusion of the general debate, but said amendments shall not be subject to amendment. At the conclusion of the consideration of the bill for amendment, the Committee shall rise and report the bill to the House with such amendments as may have been adopted, and the previous question shall be considered as ordered on the bill and amendments thereto to final passage without intervening motion except one motion to recommit.

SICK AND EMERGENCY LEAVE FOR CERTAIN DISTRICT OF COLUMBIA EMPLOYEES

Mr. ABERNETHY submitted the following conference report and statement on the bill (H. R. 4381) to provide cumulative sick and emergency leave with pay for teachers and attendance officers in the employ of the Board of Education of the District of Columbia, and for other purposes:

CONFERENCE REPORT (H. REPT. NO. 1360)

The committee of conference on the disagreeing votes of the two Houses on the amendments of the Senate to the bill (H. R. 4381) to provide cumulative sick and emergency leave with pay for teachers and attendance officers in the employ of the Board of Education of the District of Columbia, and for other purposes, having met, after full and free conference, have agreed to recommend and do recommend to their respective Houses as follows:

That the Senate recede from its amendments numbered 3 and 4.

That the House recede from its disagreement to the amendments of the Senate numbered 1 and 2, and agree to the same.

T. G. ABERNETHY,
HOWARD W. SMITH,
A. L. MILLER,

Managers on the Part of the House.

MARGARET CHASE SMITH,
ROBERT C. HENDRICKSON,
J. ALLEN FREAR, Jr.,

Managers on the Part of the Senate.

STATEMENT

The managers on the part of the House at the conference on the disagreeing votes of the two Houses on the amendments of the Senate to the bill (H. R. 4381) to provide cumulative sick and emergency leave with pay for teachers and attendance officers in the employ of the Board of Education of the District of Columbia, and for other purposes, submit the following statement in explanation of the effect of the action agreed upon by the conferees and recommended in the accompanying conference report:

Amendments Nos. 1 and 2: These amendments limit the type of emergencies for which cumulative leave with pay will be granted to personal emergencies. The House recedes.

Amendments Nos. 3 and 4: The House bill limited the total amount of sick and emergency leave with pay which probationary and permanent teachers and attendance officers can accumulate to 60 days. Amendments Nos. 3 and 4 raise this limit to 90 days. The Senate recedes.

T. G. ABERNETHY,
HOWARD W. SMITH,
A. L. MILLER,

Managers on the Part of the House.

SPECIAL ORDER VACATED

Mr. ARENDS. Mr. Speaker, I ask unanimous consent on behalf of the gentleman from Ohio [Mr. VORYS] that the special order he had for today may be vacated.

The SPEAKER. Is there objection to the request of the gentleman from Illinois?

There was no objection.

EXTENSION OF REMARKS

Mr. SMITH of Wisconsin asked and was given permission to extend his remarks in the Appendix of the RECORD in two separate instances, in each to include excerpts.

Mr. KEARNEY asked and was given permission to extend his remarks in the Appendix of the RECORD and include a resolution.

Mr. GRAHAM asked and was given permission to extend his remarks in the Appendix of the RECORD and include a resolution.

Mr. MILLER of Nebraska asked and was given permission to extend his own remarks in the Appendix of the RECORD.

Mr. RICH asked and was given permission to extend his remarks in the Appendix of the RECORD and include an editorial.

Mr. BURDICK asked and was given permission to extend his own remarks in the RECORD.

PERMISSION TO ADDRESS THE HOUSE

Mr. RICH. Mr. Speaker, I ask unanimous consent to address the House for 1 minute and to revise and extend my remarks.

The SPEAKER. Is there objection to the request of the gentleman from Pennsylvania?

There was no objection.

THE HORSE AND THE UNBALANCED DIET

Mr. RICH. Mr. Speaker, I received a letter; it starts out like this:

Remember the junk man who started feeding his old horse sawdust. One part sawdust, eight parts oats. Each week one part more sawdust and one part less of oats. The seventh week Mr. Horse dropped dead. Yes, had the horse lived another week he would have been on a 100 percent sawdust diet.

Perfect planning—but?

The Government of the United States is the biggest business in the world and cannot be run any different than can the smallest business in the United States.

No business, large or small, can stay in business spending more than its income.

Let me call your attention to the fact that we have gone in the red this year about two and one-half billion dollars. By the end of the year at the rate we are going I predict that we will be in the red \$10,000,000,000. Remember the story of the old horse. And for goodness sake try, try—yes do cut down on this spending new deal raw deal spree or our Nation will die.

PERMISSION TO ADDRESS THE HOUSE

Mr. MURRAY of Wisconsin. Mr. Speaker, I ask unanimous consent to address the House for 1 minute and to revise and extend my remarks.

The SPEAKER. Is there objection to the request of the gentleman from Wisconsin?

There was no objection.

[Mr. MURRAY of Wisconsin addressed the House. His remarks appear in the Appendix of the RECORD.]

PERMISSION TO ADDRESS THE HOUSE

Mr. FORD. Mr. Speaker, I ask unanimous consent to address the House for 1 minute and to revise and extend my remarks.

The SPEAKER. Is there objection to the request of the gentleman from Michigan?

There was no objection.

INVESTIGATION OF B-36'S

Mr. FORD. Mr. Speaker, a newspaper article in the Washington Post last Thursday, entitled "Navy Cramps Admirals in B-36 Inquiry" and another article in the same newspaper on Saturday, entitled "Navy Tells Crommelin What Not To Say on Telecast Tonight" convinces me that gag-rule pressure and bully tactics by top Department of Defense officials might well curtail any effective presentation by the Navy before the House Committee on Armed Services in the B-36 probe. The facts seem to be this:

The Secretary of the Navy and possibly others in authority are telling the House Committee on Armed Services what Members of Congress can hear about certain conditions in the various military departments. It seems to me Secretary Matthews is overstepping his prerogatives to a considerable degree for certainly the military security of the United States is the responsibility of Congress as well as that of the executive branch of the Government. The American people and particularly members of the House committee have a solemn responsibility to hear all points of view on: First, the question of whether or not two of the three armed services can properly determine the weapons of a third, and second, the question of whether our present concept of strategic bombing is correct. I think the House probe should continue as scheduled without being stymied by any gag rulings or bullying by the executive branch of the Government. I trust the committee will not change its plans for a full-fledged, uninhibited hearing.

EXTENSION OF REMARKS

Mr. DAVIS of Wisconsin asked and was given permission to extend his remarks in the RECORD in four instances and include newspaper articles and a letter.

COMPOSITION OF THE ARMY OF THE UNITED STATES AND THE AIR FORCE OF THE UNITED STATES

Mr. VINSON. Mr. Speaker, I ask unanimous consent to take from the Speaker's desk the bill (H. R. 1437) to authorize the composition of the Army of the United States and the Air Force of the United States, and for other purposes, with Senate amendments thereto, disagree to the Senate amendments, and

agree to the conference asked by the Senate.

The SPEAKER. Is there objection to the request of the gentleman from Georgia? [After a pause.] The Chair hears none, and appoints the following conferees: Messrs. VINSON, BROOKS, KILDAY, SHORT, and ARENDS.

COMPENSATION OF HEADS AND ASSISTANT HEADS OF EXECUTIVE DEPARTMENTS AND INDEPENDENT AGENCIES

Mr. MURRAY of Tennessee. Mr. Speaker, I ask unanimous consent to take from the Speaker's desk the bill (H. R. 1689) to increase rates of compensation of the heads and assistant heads of executive departments and independent agencies, with Senate amendment thereto, disagree to the Senate amendment, and agree to the conference asked by the Senate.

The SPEAKER. Is there objection to the request of the gentleman from Tennessee? [After a pause.] The Chair hears none, and appoints the following conferees: Messrs. MURRAY of Tennessee, MORRISON, MILLER of California, REES, and Mrs. ST. GEORGE.

COMPENSATION OF CERTAIN EMPLOYEES OF THE FEDERAL GOVERNMENT

Mr. MURRAY of Tennessee. Mr. Speaker, I ask unanimous consent to take from the Speaker's desk the bill (H. R. 5931) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, with Senate amendment thereto, disagree to the Senate amendment, and agree to the conference asked by the Senate.

The SPEAKER. Is there objection to the request of the gentleman from Tennessee? [After a pause.] The Chair hears none and appoints the following conferees: Messrs. MURRAY of Tennessee, MORRISON, MILLER of California, REES, and SADLAK.

ADDITIONAL BENEFITS FOR CERTAIN POSTMASTERS, OFFICERS, AND EMPLOYEES IN THE POSTAL SERVICE

Mr. MURRAY of Tennessee. Mr. Speaker, I ask unanimous consent to take from the Speaker's desk the bill (H. R. 4495) to provide additional benefits for certain postmasters, officers, and employees in the postal field service with respect to annual and sick leave, longevity pay, and promotion, and for other purposes, with Senate amendment thereto, disagree to the Senate amendment, and agree to the conference asked by the Senate.

The SPEAKER. Is there objection to the request of the gentleman from Tennessee? [After a pause.] The Chair hears none, and appoints the following conferees: Messrs. MURRAY of Tennessee, DAVIS of Georgia, WILLIAMS, REES, and HAGEN.

REHABILITATION OF THE NAVAJO AND HOPÍ TRIBES OF INDIANS

Mr. MORRIS. Mr. Speaker, I call up the conference report on the bill (H. R.

1407) to promote the rehabilitation of the Navajo and Hopi Tribes of Indians and the better utilization of the resources of the Navajo and Hopi Indian Reservations, and for other purposes, and ask unanimous consent that the statement of the managers on the part of the House be read in lieu of the report.

The Clerk read the title of the bill.

The SPEAKER. Is there objection to the request of the gentleman from Oklahoma?

There was no objection.

The Clerk read the statement.

(For conference report and statement, see proceedings of the House of September 22, 1949.)

Mr. MORRIS (interrupting the reading of the statement). Mr. Speaker, I ask unanimous consent that the further reading of the statement be dispensed with.

The SPEAKER. Is there objection to the request of the gentleman from Oklahoma?

Mr. HOFFMAN of Michigan. I object, Mr. Speaker.

(The Clerk completed the reading of the statement.)

Mr. MORRIS. Mr. Speaker, I hope the conference report will be adopted.

Mr. CASE of South Dakota. Mr. Speaker, will the gentleman yield?

Mr. MORRIS. I yield.

Mr. CASE of South Dakota. The reason for asking this question is that section 9 of this bill proposes that following July 1, 1950, the United States shall pay 80 percent of the payments made heretofore by the State for old-age assistance, aid to dependent children, and aid to the needy blind, for the Navajo and Hopi Indians residing within the States concerned.

There are some tribes of Indians in the United States other than the Navajo and Hopi Tribes where treaty obligations placed upon the United States the responsibility for taking care of the needy Indians. But to date these other States have sought to meet the obligation imposed upon them by the Federal Social Security Acts to match funds under penalty of losing social security funds if they did not.

Two questions ought to be answered. First, should we make an exception for the Navajos and the Hopis, and, second, is this establishing a precedent so that the States where there are other tribes of Indians may expect that they can come in with similar legislation and get 80 percent of the State's social security payments accepted by the Federal Government?

Mr. MORRIS. The percentage to be paid by the States under this section, other than the cost of administration, is the same as was worked out in the conference at Santa Fe, N. Mex., between representatives of the Federal Security Agency, Bureau of Indian Affairs, the offices of the attorneys general of the States of Arizona and New Mexico, and the State departments of welfare of Arizona and New Mexico, on April 28 and 29, 1949.

In further answer to the gentleman's question, may I say that the Navajo is the largest tribe of Indians in the United States. We know that the States affected

have very small populations compared to other States, and the impact of the social-security program without this amendment would be unreasonable for those States to bear, in my judgment. The whole program is a national program, it seems to me, as affecting the Indians. In view of the fact especially that these States are so sparsely settled and there are so many Indians within them, it certainly would be unreasonable, in my judgment, to ask these States of Arizona, New Mexico, and Utah to bear the same social-security burden as might be borne in other instances.

In addition to that, may I make this further statement:

The social-security proviso of section 9 is intended to apply only to the Navajo and Hopi Reservations, and was not intended to relieve the States of their responsibilities, if any, for social security payments on reservations other than Navajo-Hopi in the three States affected by this bill. It is not intended as permanent legislation, but merely as a stop-gap until Congress can act on permanent legislation.

Mr. CASE of South Dakota. I recognize that the proportion of Navajo and Hopi Indian population to the total population of these States is large, but at the same time the percentage of Indian population is large in some other States as well. I do not know the population figure for those States, but in my own district the ratio of Indian population to white is about 1 to 8, which is certainly a most heavy burden on the State. I am sure the gentlemen who represent these States of Arizona and New Mexico are aware of the fact that they have been given additional representation in Congress because of the fight which the gentleman from Arizona [Mr. MURDOCK] and I and some others put up a few years ago to have Indians counted for purposes of congressional representation. I am not opposed to recognizing this unusual burden on these two States, but I do feel recognition should be given to the unusual burden in some other States, too; and, in particular, I might mention that when the Sioux Indians went before the Court of Claims to ask for compensation for the Black Hills which were taken from them, the argument which the Government put up and which the Supreme Court cited in refusing to review the case, was that the treaty of cession provided that the Government should take care of the needy Sioux Indians. The Supreme Court cited with approval the language of the Court of Claims which said that Congress had been appropriating to take care of the needy Indians and would continue to do so. That rested upon the assumption Congress would provide for rations for the needy Indians as it had been prior to that time. But instead of that Congress had adopted the social-security program which put upon the State the responsibility for originally matching Federal funds on a 50-50 basis, and said if you do not include the Indians, you will not get social security for the balance of the State's needy.

So the States of North Dakota, South Dakota, Montana, as well as other States, accepted the burden imposed upon them

United States
of America

Congressional Record

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WASHINGTON, SATURDAY, OCTOBER 15, 1949

No. 193

House of Representatives

The House was not in session today. Its next meeting will be held on Monday, October 17, 1949, at 12 o'clock noon.

Senate

SATURDAY, OCTOBER 15, 1949

(Legislative day of Thursday, October 13, 1949)

The Senate met at 12 o'clock meridian, on the expiration of the recess.

The Chaplain, Rev. Frederick Brown Harris, D. D., offered the following prayer:

O Thou, whose love passes understanding, we thank Thee for the unquenchable impulse toward Thee which Thou hast planted in our hearts and for winged desires that disturb our lowest moods.

At the threshold of this day come down Thy secret stairs to our deepest needs as one by one we open our hearts to Thee. From the fret and fever of the vexed world's problems, from all thought of the praise and blame of men, from discordant noises and confused conception which beat upon our senses, at noon-tide we would follow the path to the holy quietness of Thy presence.

May there fall upon us now a sense of Thy kingdom and Thy power and Thy glory. Amen.

THE JOURNAL

On request of Mr. O'CONOR, and by unanimous consent, the reading of the Journal of the proceedings of Friday, October 14, 1949, was dispensed with.

MESSAGES FROM THE PRESIDENT

Messages in writing from the President of the United States submitting nominations were communicated to the Senate by Mr. Miller, one of his secretaries.

MESSAGE FROM THE HOUSE

A message from the House of Representatives, by Mr. Maurer, one of its reading clerks, announced that the House had passed the following bills, in which it requested the concurrence of the Senate:

H. R. 5486. An act to amend certain provisions of the Internal Revenue Code to permit the use of additional means, including stamp machines, for payment of tax on dis-

tilled spirits, modify loss allowances for distilled spirits, for the transfer and redistillation of spirits, and for other purposes;

H. R. 6073. An act to amend section 501 (b) (6) of the Internal Revenue Code;

H. R. 6109. An act granting the consent of Congress to a compact or agreement between the State of Tennessee and the State of Missouri concerning a Tennessee-Missouri Bridge Commission, and for other purposes;

H. R. 6212. An act to amend section 5 of the Federal Firearms Act;

H. R. 6213. An act to authorize reimbursement to the appropriations of the Bureau of Narcotics of money expended for the purchase of narcotics;

H. R. 6281. An act to provide for certain improvements relating to the Capitol power plant, its distribution systems, and the buildings and grounds served by the plant, including proposed additions; and

H. R. 6427. An act making supplemental appropriations for the fiscal year ending June 30, 1950, and for other purposes.

CALL OF THE ROLL

Mr. O'CONOR. I suggest the absence of a quorum.

The PRESIDENT pro tempore. The clerk will call the roll.

The roll was called, and the following Senators answered to their names:

Aiken	Hayden	McKellar
Anderson	Hendrickson	McMahon
Baldwin	Hickenlooper	Magnuson
Brewster	Hill	Malone
Bridges	Hoey	Millikin
Byrd	Holland	Morse
Cain	Humphrey	Myers
Capehart	Ives	Neely
Chapman	Jenner	O'Connor
Connally	Johnson, Colo.	O'Mahoney
Cordon	Johnson, Tex.	Pepper
Donnell	Johnston, S. C.	Russell
Douglas	Kem	Saltonstall
Downey	Kerr	Schoeppel
Eastland	Kilgore	Smith, Maine
Ecton	Knowland	Thomas, Okla.
Ellender	Langer	Watkins
Ferguson	Leahy	Wherry
Fulbright	Lodge	Wiley
George	Long	Williams
Graham	Lucas	Young
Green	McCarthy	
Gurney	McFarland	

Mr. MYERS. I announce that the Senator from New Mexico [Mr. CHAVEZ], the Senator from Delaware [Mr. FREAR], the Senator from South Carolina [Mr. MAYBANK], the Senator from Nevada [Mr. McCARRAN], the Senator from Arkansas [Mr. McCLELLAN], the Senator from Virginia [Mr. ROBERTSON], the Senator from Alabama [Mr. SPARKMAN], the Senator from Mississippi [Mr. STENNIS], and the Senator from Maryland [Mr. TYDINGS] are absent by leave of the Senate on official business.

The Senator from Iowa [Mr. GILLETTE] is absent by leave of the Senate.

The Senator from Wyoming [Mr. HUNT], the Senator from Tennessee [Mr. KEFAUVER], and the Senator from Kentucky [Mr. WITHERS] are absent on public business.

The Senator from Montana [Mr. MURRAY], and the Senator from Idaho [Mr. TAYLOR] are members of the committee appointed to attend the funeral of Hon. Bert H. Miller, late a Senator from Idaho, and are therefore necessarily absent.

The Senator from Utah [Mr. THOMAS] is absent because of illness.

Mr. SALTONSTALL. I announce that the Senator from Ohio [Mr. BRICKER], the Senator from Nebraska [Mr. BUTLER], the Senator from Vermont [Mr. FLANDERS], the Senator from South Dakota [Mr. MUNDT], and the the Senator from New Jersey [Mr. SMITH] are absent on official business with leave of the Senate.

The Senator from New York [Mr. DULLES], the Senator from Pennsylvania [Mr. MARTIN], the Senator from Kansas [Mr. REED], the Senator from Minnesota [Mr. THYE], and the Senator from Michigan [Mr. VANDENBERG] are absent by leave of the Senate.

The Senator from Ohio [Mr. TART] and the Senator from New Hampshire [Mr. TOBEY] are necessarily absent.

The PRESIDING OFFICER (Mr. HILL in the chair). A quorum is present.

TRANSACTION OF ROUTINE BUSINESS

Mr. LUCAS. Mr. President, I ask unanimous consent that Senators be permitted to introduce bills and joint resolutions, submit petitions and memorials, and incorporate routine matters in the RECORD, without debate.

The PRESIDING OFFICER. Without objection, it is so ordered.

HOUSE BILLS REFERRED OR PLACED ON CALENDAR

The following bills were severally read twice by their titles, and referred, or ordered to be placed on the calendar, as indicated:

H. R. 5486. An act to amend certain provisions of the Internal Revenue Code to permit the use of additional means, including stamp machines, for payment of tax on distilled spirits, modify loss allowances for distilled spirits, for the transfer and redistillation of spirits, and for other purposes;

H. R. 6073. An act to amend section 501 (b) (6) of the Internal Revenue Code; and

H. R. 6212. An act to amend section 5 of the Federal Firearms Act; to the Committee on Finance.

H. R. 6109. An act granting the consent of Congress to a compact or agreement between the State of Tennessee and the State of Missouri concerning a Tennessee-Missouri Bridge Commission, and for other purposes; and

H. R. 6281. An act to provide for certain improvements relating to the Capitol power plant, its distribution systems, and the buildings and grounds served by the plant, including proposed additions; to the Committee on Public Works.

H. R. 6213. An act to authorize reimbursement to the appropriations of the Bureau of Narcotics of moneys expended for the purchase of narcotics; ordered to be placed on the calendar.

H. R. 6427. An act making supplemental appropriations for the fiscal year ending June 30, 1950, and for other purposes; to the Committee on Appropriations.

REPORT OF A COMMITTEE

The following report of a committee was submitted:

By Mr. GEORGE, from the Committee on Finance:

H. R. 6073. A bill to amend section 501 (b) (6) of the Internal Revenue Code; without amendment (Rept. No. 1175).

AMENDMENT OF ACT CREATING INLAND WATERWAYS CORPORATION—REPORT OF A COMMITTEE

Mr. MYERS. Mr. President, from the Committee on Interstate and Foreign Commerce, I report favorably, with an amendment, the bill (S. 211) to amend the act entitled "An act to create the Inland Waterways Corporation for the purpose of carrying out the mandate and purpose of Congress as expressed in sections 201 and 500 of the Transportation Act, and for other purposes," approved June 3, 1924, as amended, and I ask unanimous consent that the committee may have until November 1, 1949, to file a report.

The PRESIDING OFFICER. The bill will be received and placed on the calendar, and, without objection, the request of the Senator from Pennsylvania is granted. The Chair hears no objection.

STUDY OF EXPENDITURES IN CONNECTION WITH PARTICIPATION IN INTERNATIONAL ORGANIZATIONS—PERMISSION FOR COMMITTEE ON EXPENDITURES IN EXECUTIVE DEPARTMENTS TO MAKE REPORTS

Mr. O'CONOR. Mr. President, I call the attention of the Senate to the facts concerning increased costs because they reveal a trend of steady increases in the budgets of the United Nations and the specialized agencies. Since these increases may well represent a normal growth and expansion during the first 4 or 5 years of the lives of these organizations, I express no opinion at this time. However, I feel it my obligation to make these facts known to the Senate of the United States, in view of the fact that this Government is the major contributor to the budgets of these agencies.

The Subcommittee on Relations with International Organizations, of which I am privileged to be chairman, a subcommittee of the Committee on Expenditures in the Executive Departments, is engaged in a continuing study of our Government's expenditures in connection with United States participation in international organizations, pursuant to the mandate of the Legislative Reorganization Act of 1946. The subcommittee has recently completed a study and analysis of United States' expenditures in connection with participation in international organizations, and various problems pertinent thereto, during the fiscal year which ended on June 30, 1949. A considerable portion of the subcommittee's time is devoted to the budgetary and fiscal operations of the United Nations and specialized agencies.

The subcommittee expects to present the result of its studies in the form of its fourth report to the Senate within the next few weeks. In addition, other reports are in progress which may be completed before the end of the year.

Accordingly, I request unanimous consent to file reports of the committee, containing the studies and analyses of the subcommittee, after adjournment.

The PRESIDING OFFICER. Without objection, it is so ordered.

EXECUTIVE MESSAGES REFERRED

As in executive session,

The PRESIDENT pro tempore laid before the Senate messages from the President of the United States submitting sundry nominations and withdrawing a nomination, which nominating messages were referred to the appropriate committees.

(For nominations this day received, see the end of Senate proceedings.)

BILLS AND JOINT RESOLUTION INTRODUCED

Bills and a joint resolution were introduced, read the first time, and, by unanimous consent, the second time, and referred as follows:

By Mr. LUCAS (for himself and Mr. DOUGLAS):

S. 2707. A bill to authorize the appointment of two additional district judges for the northern district of Illinois; to the Committee on the Judiciary.

By Mr. WHERRY:

S. 2708. A bill for the relief of Mrs. Zelda Illsley; and

S. 2709. A bill for the relief of Mrs. Miriam G. Byorth; to the Committee on Post Office and Civil Service.

By Mr. MYERS:

S. 2710. A bill for the relief of Istvan Szemere; to the Committee on the Judiciary.

By Mr. O'CONOR:

S. J. Res. 137. Joint resolution to grant permanent civil-service status to certain temporary and war-service employees of the United States; to the Committee on Post Office and Civil Service.

SECOND SUPPLEMENTAL APPROPRIATIONS—AMENDMENT

Mr. JOHNSON of Texas (for himself, Mr. HILL, Mr. CHAPMAN, and Mr. GRAHAM) submitted an amendment intended to be proposed by them, jointly, to the bill (H. R. 6427) making supplemental appropriations for the fiscal year ending June 30, 1950, and for other purposes, which was referred to the Committee on Appropriations, and ordered to be printed.

INCREASED COMPENSATION OF CERTAIN POSTAL AND GOVERNMENT EMPLOYEES—SUBSTITUTION OF CONFEREES

Mr. JOHNSTON of South Carolina. Mr. President, I ask unanimous consent that the Senator from Montana [Mr. ECTON] be designated as a conferee on the part of the Senate on the bills (H. R. 4495) to provide additional benefits for certain postmasters, officers, and employees in the postal-field service with respect to annual and sick leave, longevity pay, and promotion, and for other purposes, and (H. R. 5931) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, in place of the Senator from Minnesota [Mr. THYE].

The PRESIDING OFFICER. Is there objection to the request of the Senator from South Carolina? The Chair hears none, and the request is granted.

THE COOPERATIVE MOVEMENT—STATEMENT BY SENATOR WILEY

[Mr. WILEY asked and obtained leave to have printed in the RECORD a statement prepared by him on the subject of the cooperative movement in the United States, which appears in the Appendix.]

ADDRESS BY HON. JAMES M. MEAD TO THE LOYAL ORDER OF MOOSE

[Mr. NEELY asked and obtained leave to have printed in the RECORD an address by Hon. James M. Mead, former Senator from New York, to the sixty-first annual international convention of the Loyal Order of Moose, at San Francisco, Calif., August 17, 1949, which appears in the Appendix.]

REPORT ON THE AEC—EDITORIAL FROM THE WASHINGTON POST

[Mr. McMAHON asked and obtained leave to have printed in the RECORD an editorial entitled "Report On the AEC," published in the Washington Post of October 15, 1949, which appears in the Appendix.]

WOMEN OF THE WORLD—EDITORIAL FROM CHRISTIAN SCIENCE MONITOR

[Mrs. SMITH of Maine asked and obtained leave to have printed in the RECORD an editorial entitled "Women of the World," published in the Christian Science Monitor of

REVISION OF CLASSIFICATION ACT OF 1923, AS AMENDED

OCTOBER 15, 1949.—Ordered to be printed

Mr. MURRAY of Tennessee, from the committee of conference,
submitted the following

CONFERENCE REPORT

[To accompany H. R. 5931]

The committee of conference on the disagreeing votes of the two Houses on the amendment of the Senate to the bill (H. R. 5931) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, having met, after full and free conference, have agreed to recommend and do recommend to their respective Houses as follows:

That the House recede from its disagreement to the amendment of the Senate and agree to the same with an amendment as follows:

In lieu of the matter proposed to be inserted by the Senate amendment insert the following: *That this Act may be cited as the "Classification Act of 1949"*.

TITLE I—DECLARATION OF POLICY

SEC. 101. *It is the purpose of this Act to provide a plan for classification of positions and for rates of basic compensation whereby—*

(1) *in determining the rate of basic compensation which an officer or employee shall receive, (A) the principle of equal pay for substantially equal work shall be followed, and (B) variations in rates of basic compensation paid to different officers and employees shall be in proportion to substantial differences in the difficulty, responsibility, and qualification requirements of the work performed and to the contributions of officers and employees to efficiency and economy in the service; and*

(2) *individual positions shall, in accordance with their duties, responsibilities, and qualification requirements, be so grouped and*

identified by classes and grades, as defined in section 301, and the various classes shall be so described in published standards, as provided for in title IV, that the resulting position-classification system can be used in all phases of personnel administration.

TITLE II—COVERAGE AND EXEMPTIONS

SEC. 201. (a) For the purposes of this Act, the term "department" includes (1) the executive departments, (2) the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States, (3) the Administrative Office of the United States Courts, (4) the Library of Congress, (5) the Botanic Garden, (6) the Government Printing Office, (7) the General Accounting Office, (8) the Office of the Architect of the Capitol, and (9) the municipal government of the District of Columbia.

(b) Subject to the exemptions specified in section 202, and except as provided in sections 204 and 205, this Act shall apply to all civilian positions, officers, and employees in or under the departments.

SEC. 202. This Act (except title XII) shall not apply to—

(1) the field service of the Post Office Department, for which the salary rates are fixed by Public Law 134, Seventy-ninth Congress, approved July 6, 1945, as amended and supplemented;

(2) the Foreign Service of the United States under the Department of State, for which the salary rates are fixed by the Foreign Service Act of 1946, as supplemented by Public Law 160, Eighty-first Congress, approved July 6, 1949; and positions in or under the Department of State which are (A) connected with the representation of the United States to international organizations; or (D) specifically exempted by law from the Classification Act of 1923, as amended, or any other classification or compensation law;

(3) physicians, dentists, nurses, and other employees in the Department of Medicine and Surgery in the Veterans' Administration, whose compensation is fixed under Public Law 293, Seventy-ninth Congress, approved January 3, 1946;

(4) teachers, school officers, and employees of the Board of Education of the District of Columbia, whose compensation is fixed under the District of Columbia Teachers' Salary Act of 1947, as supplemented by Public Law 151, Eighty-first Congress, approved June 30, 1949; and the chief judge and the associate judges of the Municipal Court of Appeals for the District of Columbia, and of the Municipal Court for the District of Columbia;

(5) officers and members of the Metropolitan Police, the Fire Department of the District of Columbia, the United States Park Police, and the White House Police;

(6) lighthouse keepers and civilian employees on lightships and vessels of the Coast Guard, whose compensation is fixed under authority of section 432 (f) and (g) of title 14 of the United States Code;

(7) employees in recognized trades or crafts, or other skilled mechanical crafts, or in unskilled, semiskilled, or skilled manual-labor occupations (except such employees in positions to which the Classification Act of 1923, as amended, now applies, the duties of which involve the maintenance and operation of public buildings and associated equipment or the performance of work in scientific

or engineering laboratories as aides to scientists or engineers), and employees in the Bureau of Engraving and Printing the duties of whom are to perform or to direct manual or machine operations requiring special skill or experience, or to perform or direct the counting, examining, sorting, or other verification of the product of manual or machine operations, whose compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates;

(8) officers and members of crews of vessels, whose compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates and practices in the maritime industry;

(9) employees of the Government Printing Office whose compensation is fixed under Public, Numbered 276, Sixty-eighth Congress, approved June 7, 1924;

(10) civilian professors, lecturers, and instructors at the Naval War College and the Naval Academy whose compensation is fixed under Public Law 604, Seventy-ninth Congress, approved August 2, 1946, senior professors, professors, associate and assistant professors, and instructors at the Naval Postgraduate School whose compensation is fixed under Public Law 303, Eightieth Congress, approved July 31, 1947; and the Academic Dean of the Postgraduate School of the Naval Academy whose compensation is fixed under Public Law 402, Seventy-ninth Congress, approved June 10, 1946;

(11) aliens or persons not citizens of the United States who occupy positions outside the several States and the District of Columbia;

(12) the Tennessee Valley Authority;

(13) the Inland Waterways Corporation;

(14) the Alaska Railroad;

(15) the Virgin Islands Corporation;

(16) the Central Intelligence Agency;

(17) the Atomic Energy Commission;

(18) Production Credit Corporations;

(19) Federal Intermediate Credit Banks;

(20) the Panama Railroad Company;

(21) teachers, school officers, and members of the Police and Fire Departments of the Panama Canal whose rates of compensation are fixed by the Governor of the Panama Canal with reference to the rates of compensation for similar positions in the municipal government of the District of Columbia;

(22) employees who serve without compensation or at nominal rates of compensation;

(23) employees none or only part of whose compensation is paid from appropriated funds of the United States: Provided, That with respect to the Veterans' Canteen Service in the Veterans' Administration, the provisions of this paragraph shall be applicable only to those positions which are exempt from the Classification Act of 1923, as amended, pursuant to Public Law 636, Seventy-ninth Congress, approved August 7, 1946, as amended;

(24) employees whose compensation is fixed under a cooperative agreement between the United States and (A) a State, Territory, or possession of the United States, or political subdivision thereof, or (B) a person or organization outside the service of the Federal Government;

(25) student nurses, medical or dental interns, residents-in-training, student dietitians, student physical therapists, student occupational therapists, and other student employees, assigned or attached to a hospital, clinic, or laboratory primarily for training purposes, whose compensation is fixed under Public Law 330, Eightieth Congress, approved August 4, 1947, or section 14 (b) of Public Law 293, Seventy-ninth Congress, approved January 3, 1946, as amended by Public Law 722, Eightieth Congress, approved June 19, 1948;

(26) inmates, patients, or beneficiaries receiving care or treatment or living in Government agencies or institutions;

(27) experts or consultants, when employed temporarily or intermittently in accordance with section 15 of Public Law 600, Seventy-ninth Congress, approved August 2, 1946;

(28) emergency or seasonal employees whose employment is of uncertain or purely temporary duration, or who are employed for brief periods at intervals;

(29) persons employed on a fee, contract, or piece work basis;

(30) persons who may lawfully perform their duties concurrently with their private profession, business, or other employment, and whose duties require only a portion of their time, where it is impracticable to ascertain or anticipate the proportion of time devoted to the service of the Federal Government;

(31) positions for which rates of basic compensation are individually fixed, or expressly authorized to be fixed, by any other law, at or in excess of the maximum scheduled rate of the highest grade established by this Act.

SEC. 203. The Civil Service Commission, hereinafter referred to as the "Commission", is authorized and directed to determine finally the applicability of sections 201 and 202 to specific positions, officers, and employees.

SEC. 204. (a) The classes of employees whose compensation is authorized by section 3 of the Legislative Pay Act of 1929, as amended (46 Stat. 38; 55 Stat. 615), to be fixed by the Architect of the Capitol without regard to the Classification Act of 1923, as amended, are authorized to be compensated without regard to this Act.

(b) This Act shall not apply to any officer or employee of the Office of the Architect of the Capitol whose compensation is fixed by any other law.

(c) Sections 202 and 203 shall not apply to the Office of the Architect of the Capitol.

SEC. 205. Title X of this Act shall not apply to (1) the Administrative Office of the United States Courts, (2) the Library of Congress, (3) the Botanic Garden, (4) the Government Printing Office, (5) the Office of the Architect of the Capitol, and (6) the municipal government of the District of Columbia.

TITLE III—BASIS FOR CLASSIFYING POSITIONS

SEC. 301. For the purposes of this Act, the term—

(1) "position" means the work, consisting of the duties and responsibilities, assignable to an officer or employee;

(2) "class" or "class of positions" includes all positions which are sufficiently similar, as to (A) kind or subject-matter of work, (B) level of difficulty and responsibility, and (C) the qualification

requirements of the work, to warrant similar treatment in personnel and pay administration; and

(3) "grade" includes all classes of positions which (although different with respect to kind or subject-matter of work) are sufficiently equivalent as to (A) level of difficulty and responsibility, and (B) level of qualification requirements of the work, to warrant the inclusion of such classes of positions within one range of rates of basic compensation, as specified in title VI.

SEC. 302. (a) Each position shall be placed in its appropriate class. The basis for determining the class in which each position shall be placed shall be the duties and responsibilities of such position and the qualifications required by such duties and responsibilities.

(b) Each class shall be placed in its appropriate grade. The basis for determining the grade in which each class shall be placed shall be the level of difficulty, responsibility, and qualification requirements of the work of such class.

SEC. 303. No appropriated funds shall be used to pay the compensation of any officer or employee who places a supervisory position in a class and grade solely on the basis of the size of the group, section, bureau, or other organization unit or the number of subordinates supervised. Such factors may be given effect only to the extent warranted by the work load of the organization unit and then only in combination with other factors, such as the kind, difficulty, and complexity of work supervised, the degree and scope of responsibility delegated to the supervisor, and the kind, degree, and character of the supervision actually exercised.

TITLE IV—PREPARATION AND PUBLICATION OF STANDARDS

SEC. 401. (a) The Commission, after consultation with the departments, shall prepare standards for placing positions in their proper classes and grades. The Commission is authorized to make such inquiries or investigations of the duties, responsibilities, and qualification requirements of positions as it deems necessary for this purpose. In such standards the Commission shall (1) define the various classes of positions that exist in the service in terms of duties, responsibilities, and qualification requirements; (2) establish the official class titles; and (3) set forth the grades in which such classes have been placed by the Commission. At the request of the Commission, the departments shall furnish information for and cooperate in the preparation of such standards. Such standards shall be published in such form as the Commission may determine.

(b) The Commission shall keep such standards up to date. From time to time, after consultation with the departments to the extent deemed necessary by the Commission, it may revise, supplement, or abolish existing standards, or prepare new standards, so that, as nearly as may be practicable, positions existing at any given time within the service will be covered by current published standards.

(c) The official class titles so established shall be used for personnel, budget, and fiscal purposes, but this requirement shall not prevent the use of organizational or other titles for internal administration, public convenience, law enforcement, or similar purposes.

TITLE V—AUTHORITY AND PROCEDURE

SEC. 501. (a) Notwithstanding section 502, the Commission shall have authority, which may be exercised at any time in its discretion, to—

(1) ascertain currently the facts as to the duties, responsibilities, and qualification requirements of any position;

(2) place in an appropriate class and grade any newly created position or any position coming initially under this Act;

(3) decide whether any position is in its appropriate class and grade; and

(4) change any position from one class or grade to another class or grade whenever the facts warrant.

The Commission shall certify to the department concerned action taken by the Commission under paragraph (2) or (4). The department shall take action in accordance with such certificate, and such certificate shall be binding on all administrative, certifying, pay roll, disbursing, and accounting officers of the Government.

(b) Any employee or employees (including any officer or officers) affected or any department may request at any time that the Commission exercise the authority granted to it under subsection (a) and the Commission shall act upon such request.

SEC. 502. (a) Except as otherwise provided in this title, each department shall place each position under its jurisdiction and to which this Act applies in its appropriate class and grade in conformance with standards published by the Commission or, if no published standards directly apply, consistently with published standards. A department may, whenever the facts warrant, change any position which it has placed in a class or grade under this subsection from such class or grade to another class or grade. Such actions of the departments shall be the basis for the payment of compensation and for personnel transactions until changed by certificate of the Commission.

(b) The Commission shall, from time to time, review such number of positions in each department as will enable the Commission to determine whether such department is placing positions in classes and grades in conformance with or consistently with published standards.

SEC. 503. Whenever the Commission finds under section 502 (b) that a position to which this Act applies is not placed in its proper class and grade in conformance with published standards or that positions for which no standards have been published are not placed in classes and grades consistently with published standards, it shall, after consultation with appropriate officers or employees of the department concerned, place each such position in its appropriate class and grade and shall certify such action to the department. The department shall take action in accordance with such certificate, and such certificate shall be binding on all administrative, certifying, pay roll, disbursing, and accounting officers of the Government.

SEC. 504. (a) Whenever the Commission finds that any department is not placing positions in classes and grades in conformance with or consistently with published standards, it may revoke or suspend in whole or in part the authority granted to the department under section 502 and require that prior approval of the Commission be secured before an action placing a position in a class and grade becomes effective for pay roll and other personnel purposes. Such revocations or suspensions may be limited, in the discretion of the Commission, to (1) the depart-

mental or field service, or any part thereof; (2) any geographic area; (3) any organization unit or group of organization units; (4) certain types of classification actions; (5) classes in particular occupational groups or grades; or (6) classes for which standards have not been published.

(b) After all or part of the authority of the department has been revoked or suspended, the Commission may at any time restore such authority to the extent that it is satisfied that subsequent actions placing positions in classes and grades will be taken in conformance with or consistently with published standards.

SEC. 505. (a) No position shall be placed in Grade 16 or 17 of the General Schedule except by action of, or after prior approval by, the Commission. At any one time there shall not be more than three hundred positions in Grade 16 of the General Schedule and not more than seventy-five positions in Grade 17 of the General Schedule.

(b) No position shall be placed in or removed from Grade 18 of the General Schedule except by the President upon recommendation of the Commission. There shall not be more than twenty-five positions in such grade at any one time.

SEC. 506. The Commission may (1) prescribe the form in which each department shall record the duties and responsibilities of positions to which this Act applies and the places where such records shall be maintained, (2) examine these or any other pertinent records of the department, and (3) interview any officers or employees of the department who have knowledge of the duties and responsibilities of such positions and information as to the reasons for placing a position in any class or grade.

TITLE VI—BASIC COMPENSATION SCHEDULES

SEC. 601. There are hereby established the following basic compensation schedules for positions to which this Act applies:

(1) A "General Schedule", the symbol for which shall be "GS", in lieu of the professional and scientific service, the clerical, administrative, and fiscal service, and the subprofessional service specified in section 13 of the Classification Act of 1923, as amended; and

(2) A "Crafts, Protective, and Custodial Schedule", the symbol for which shall be "CPC", in lieu of the crafts, protective, and custodial service specified in such section.

SEC. 602. (a) The General Schedule shall be divided into eighteen grades of difficulty and responsibility of work, as follows:

GENERAL SCHEDULE

Grade GS-1 includes all classes of positions the duties of which are to perform, under immediate supervision, with little or no latitude for the exercise of independent judgment, (1) the simplest routine work in office, business, or fiscal operations, or (2) elementary work of a subordinate technical character in a professional, scientific, or technical field.

Grade GS-2 includes all classes of positions the duties of which are (1) to perform, under immediate supervision, with limited latitude for the exercise of independent judgment, routine work in office, business, or fiscal operations, or comparable subordinate technical work of limited scope in a professional, scientific, or technical field, requiring some training or experience; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-3 includes all classes of positions the duties of which are (1) to perform, under immediate or general supervision, somewhat difficult and responsible work in office, business, or fiscal operations, or comparable subordinate technical work of limited scope in a professional, scientific, or technical field, requiring in either case (A) some training or experience, (B) working knowledge of a special subject matter, or (C) to some extent the exercise of independent judgment in accordance with well-established policies, procedures, and techniques; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-4 includes all classes of positions the duties of which are (1) to perform, under immediate or general supervision, moderately difficult and responsible work in office, business, or fiscal operations, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) a moderate amount of training and minor supervisory or other experience, (B) good working knowledge of a special subject matter or a limited field of office, laboratory, engineering, scientific, or other procedure and practice, and (C) the exercise of independent judgment in accordance with well-established policies, procedures, and techniques; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-5 includes all classes of positions the duties of which are (1) to perform, under general supervision, difficult and responsible work in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable training and supervisory or other experience, (B) broad working knowledge of a special subject matter or of office, laboratory, engineering, scientific, or other procedure and practice, and (C) the exercise of independent judgment in a limited field; (2) to perform, under immediate supervision, and with little opportunity for the exercise of independent judgment, simple and elementary work requiring professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing but requiring little or no experience; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-6 includes all classes of positions the duties of which are (1) to perform, under general supervision, difficult and responsible work in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable training and supervisory or other experience, (B) broad working knowledge of a special and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science involved, and (C) to a considerable extent the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-7 includes all classes of positions the duties of which are (1) to perform, under general supervision, work of considerable difficulty and responsibility along special technical or supervisory lines in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable specialized or supervisory training and experience, (B) comprehensive working knowledge of a special and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science,

involved, and (C) to a considerable extent the exercise of independent judgment; (2) under immediate or general supervision, to perform somewhat difficult work requiring (A) professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing, (B) previous experience, and (C) to a limited extent, the exercise of independent technical judgment; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-8 includes all classes of positions the duties of which are (1) to perform, under general supervision, very difficult and responsible work along special technical or supervisory lines in office, business, or fiscal administration, requiring (A) considerable specialized or supervisory training and experience, (B) comprehensive and thorough working knowledge of a specialized and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science involved, and (C) to a considerable extent the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-9 includes all classes of positions the duties of which are (1) to perform, under general supervision, very difficult and responsible work along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) somewhat extended specialized training and considerable specialized, supervisory, or administrative experience which has demonstrated capacity for sound independent work, (B) thorough and fundamental knowledge of a special and complex subject matter, or of the profession, art, or science involved, and (C) considerable latitude for the exercise of independent judgment; (2) with considerable latitude for the exercise of independent judgment, to perform moderately difficult and responsible work, requiring (A) professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing, and (B) considerable additional professional, scientific, or technical training or experience which has demonstrated capacity for sound independent work; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-10 includes all classes of positions the duties of which are (1) to perform, under general supervision, highly difficult and responsible work along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) somewhat extended specialized, supervisory, or administrative training and experience which has demonstrated capacity for sound independent work, (B) thorough and fundamental knowledge of a specialized and complex subject matter, or of the profession, art, or science involved, and (C) considerable latitude for the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-11 includes all classes of positions the duties of which are (1) to perform, under general administrative supervision and with wide latitude for the exercise of independent judgment, work of marked difficulty and responsibility along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) extended specialized, supervisory, or administrative training and experience which has demonstrated important attainments and marked capacity for sound

independent action or decision, and (B) intimate grasp of a specialized and complex subject matter, or of the profession, art, or science involved, or of administrative work of marked difficulty; (2) with wide latitude for the exercise of independent judgment, to perform responsible work of considerable difficulty requiring somewhat extended professional, scientific, or technical training and experience which has demonstrated important attainments and marked capacity for independent work; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-12 includes all classes of positions the duties of which are (1) to perform, under general administrative supervision, with wide latitude for the exercise of independent judgment, work of a very high order of difficulty and responsibility along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) extended specialized, supervisory, or administrative training and experience which has demonstrated leadership and attainments of a high order in specialized or administrative work, and (B) intimate grasp of a specialized and complex subject matter or of the profession, art, or science involved; (2) under general administrative supervision, and with wide latitude for the exercise of independent judgment, to perform professional, scientific, or technical work of marked difficulty and responsibility requiring extended professional, scientific, or technical training and experience which has demonstrated leadership and attainments of a high order in professional, scientific, or technical research, practice, or administration; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-13 includes all classes of positions the duties of which are (1) to perform, under administrative direction, with wide latitude for the exercise of independent judgment, work of unusual difficulty and responsibility along special technical, supervisory, or administrative lines, requiring extended specialized, supervisory, or administrative training and experience which has demonstrated leadership and marked attainments; (2) to serve as assistant head of a major organization involving work of comparable level within a bureau; (3) to perform, under administrative direction, with wide latitude for the exercise of independent judgment, work of unusual difficulty and responsibility requiring extended professional, scientific, or technical training and experience which has demonstrated leadership and marked attainments in professional, scientific, or technical research, practice, or administration; or (4) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-14 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with wide latitude for the exercise of independent judgment, work of exceptional difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and unusual attainments; (2) to serve as head of a major organization within a bureau involving work of comparable level; (3) to plan and direct or to plan and execute major professional, scientific, technical, administrative, fiscal, or other specialized programs, requiring extended training and experience which has demonstrated leadership and unusual attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal,

or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-15 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with very wide latitude for the exercise of independent judgment, work of outstanding difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and exceptional attainments; (2) to serve as head of a major organization within a bureau involving work of comparable level; (3) to plan and direct or to plan and execute specialized programs of marked difficulty, responsibility, and national significance, along professional, scientific, technical, administrative, fiscal, or other lines, requiring extended training and experience which has demonstrated leadership and unusual attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-16 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with unusual latitude for the exercise of independent judgment, work of outstanding difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and exceptional attainments; (2) to serve as the head of a major organization involving work of comparable level; (3) to plan and direct or to plan and execute professional, scientific, technical, administrative, fiscal, or other specialized programs of unusual difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated leadership and exceptional attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-17 includes all classes of positions the duties of which are (1) to serve as the head of a bureau where the position, considering the kind and extent of the authorities and responsibilities vested in it, and the scope, complexity, and degree of difficulty of the activities carried on, is of a high order among the whole group of positions of heads of bureaus; (2) to plan and direct or to plan and execute professional, scientific, technical, administrative, fiscal, or other specialized programs of exceptional difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated exceptional leadership and attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (3) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-18 includes all classes of positions the duties of which are (1) to serve as the head of a bureau where the position, considering the kind and extent of the authorities and responsibilities vested in it, and the scope, complexity, and degree of difficulty of the activities carried on, is exceptional and outstanding among the whole group of positions of heads of bureaus; (2) to plan and direct or to plan and execute frontier or un-

precedented professional, scientific, technical, administrative, fiscal, or other specialized programs of outstanding difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated outstanding leadership and attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (3) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficult, and responsibility, and requiring comparable qualifications.

(b) The Crafts, Protective, and Custodial Schedule shall be divided into ten grades of difficulty and responsibility of work, as follows:

CRAFTS, PROTECTIVE, AND CUSTODIAL SCHEDULE

Grade CPC-1 includes all classes of positions the duties of which are to run errands, to check parcels, or to perform other light manual tasks with little or no responsibility.

Grade CPC-2 includes all classes of positions the duties of which are to handle desks, mail sacks, and other heavy objects, and to perform similar work ordinarily required of unskilled laborers; to pass coal; to clean office rooms; to perform regular messenger work with little responsibility; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-3 includes all classes of positions the duties of which are to perform, under immediate supervision, custodial, or office labor work with some degree of responsibility; to operate paper-cutting, canceling, envelope-opening, or envelope-sealing machines; to fire and keep up steam in low-pressure boilers used for heating purposes, and to clean boilers and oil machinery and related apparatus; to operate passenger automobiles or light-duty trucks; to pack goods for shipment; to work as leader of a group of charwomen; to perform messenger work and do light manual or office-labor tasks with some responsibility; to carry important documents from one office to another, or attend the door and private office of a public officer; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-4 includes all classes of positions the duties of which are to perform, under general supervision, custodial work of a responsible character; to guard office or storage buildings; to supervise and direct a force of unskilled laborers; to fire and to keep up steam in high-pressure boilers and to operate other equipment used in connection with such boilers; to perform general, semimechanical, new, or repair work requiring some skill with hand tools; to work as craft or trade helper; to operate heavy-duty trucks, semitrailers, or tractor trailers; to operate a passenger automobile for a department head or officer of comparable rank; to attend the door of a private office of a department head or officer of comparable rank; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-5 includes all classes of positions the duties of which are to guard property of great value while in transit; to supervise the operation and maintenance of a low-capacity heating plant and its auxiliary equipment; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-6 includes all classes of positions the duties of which are to have immediate direction of a detachment of building guards; to perform the work of a skilled mechanic; to repair office appliances; or to perform

other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-7 includes all classes of positions the duties of which are to assist in the general supervision of a force of building guards; to work as leader of a group of skilled mechanics; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-8 includes all classes of positions the duties of which are to have general supervision over a force of building guards; to supervise the operation of a mechanical shop; to direct skilled mechanics and other employees engaged in the operation and maintenance of equipment providing heating, ventilating, air conditioning, power, and sanitation in one or more public buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-9 includes all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, guards, elevator operators, laborers, janitors, and other employees engaged in the custody, maintenance, and protection of a public building; or to assist in the direction of such employees when engaged in similar duties in a group of buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-10 includes all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, guards, elevator operators, laborers, janitors, and other employees engaged in the custody, maintenance, and protection of a group of public buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

SEC. 603. (a) Except as provided in subsection (c) (2), the rates of basic compensation with respect to officers, employees, and positions to which this Act applies shall be in accordance with the schedules of per annum rates contained in subsections (b) and (c) (1).

(b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates						
GS-1.....	\$2,200	\$2,280	\$2,360	\$2,440	\$2,520	\$2,600	\$2,680
GS-2.....	\$2,450	\$2,530	\$2,610	\$2,690	\$2,770	\$2,850	\$2,930
GS-3.....	\$2,650	\$2,730	\$2,810	\$2,890	\$2,970	\$3,050	\$3,130
GS-4.....	\$2,875	\$2,955	\$3,035	\$3,115	\$3,195	\$3,275	\$3,355
GS-5.....	\$3,100	\$3,225	\$3,350	\$3,475	\$3,600	\$3,725	\$3,850
GS-6.....	\$3,450	\$3,575	\$3,700	\$3,825	\$3,950	\$4,075	\$4,200
GS-7.....	\$3,825	\$3,950	\$4,075	\$4,200	\$4,325	\$4,450	\$4,575
GS-8.....	\$4,200	\$4,325	\$4,450	\$4,575	\$4,700	\$4,825	\$4,950
GS-9.....	\$4,600	\$4,725	\$4,850	\$4,975	\$5,100	\$5,225	\$5,350
GS-10.....	\$5,000	\$5,125	\$5,250	\$5,375	\$5,500	\$5,625	\$5,750
GS-11.....	\$5,400	\$5,600	\$5,800	\$6,000	\$6,200	\$6,400	
GS-12.....	\$6,400	\$6,600	\$6,800	\$7,000	\$7,200	\$7,400	
GS-13.....	\$7,600	\$7,800	\$8,000	\$8,200	\$8,400	\$8,600	
GS-14.....	\$8,800	\$9,000	\$9,200	\$9,400	\$9,600	\$9,800	
GS-15.....	\$10,000	\$10,250	\$10,500	\$10,750	\$11,000		
GS-16.....	\$11,200	\$11,400	\$11,600	\$11,800	\$12,000		
GS-17.....	\$12,200	\$12,400	\$12,600	\$12,800	\$13,000		
GS-18.....	\$14,000						

(c) (1) The compensation schedule for the Crafts, Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates						
CPC-1.....	\$1,510	\$1,570	\$1,630	\$1,690	\$1,750	\$1,810	\$1,870
CPC-2.....	\$2,120	\$2,190	\$2,260	\$2,330	\$2,400	\$2,470	\$2,540
CPC-3.....	\$2,252	\$2,332	\$2,412	\$2,492	\$2,572	\$2,652	\$2,732
CPC-4.....	\$2,450	\$2,630	\$2,610	\$2,690	\$2,770	\$2,850	\$2,930
CPC-5.....	\$2,674	\$2,754	\$2,834	\$2,914	\$2,994	\$3,074	\$3,154
CPC-6.....	\$2,900	\$2,980	\$3,060	\$3,140	\$3,220	\$3,300	\$3,380
CPC-7.....	\$3,125	\$3,225	\$3,325	\$3,425	\$3,525	\$3,625	\$3,725
CPC-8.....	\$3,400	\$3,525	\$3,650	\$3,775	\$3,900	\$4,025	\$4,150
CPC-9.....	\$3,775	\$3,900	\$4,025	\$4,150	\$4,275	\$4,400	\$4,525
CPC-10.....	\$4,150	\$4,275	\$4,400	\$4,525	\$4,650	\$4,775	\$4,900

(2) Charwomen working part time shall be paid at the rate of \$2,400 per annum, and head charwomen working part time at the rate of \$2,540 per annum.

(d) Whenever payment is made on the basis of a daily, hourly, weekly, biweekly, or monthly rate, such rate shall be computed from the appropriate annual rate specified in subsection (b) or (c) by the method prescribed in section 604 (d) of the Federal Employees Pay Act of 1945.

SEC. 604. (a) For the purpose of making initial adjustments to the classification grades provided in this Act, positions which are required to be compensated in accordance with this Act and which were immediately prior to the effective date of this title in the professional and scientific service, the subprofessional service, the clerical, administrative, and fiscal service, or the crafts, protective, and custodial service of the Classification Act of 1923, as amended, are hereby allocated to corresponding grades of the General Schedule or the Crafts, Protective, and Custodial Schedule as set forth below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Profes- sional and scientific service	Subpro- fessional service	Clerical, adminis- trative, and fiscal service	Crafts, pro- tective, and custodial service	General schedule	Crafts, pro- tective, and custodial schedule
	1			GS-1	
	2	1		GS-1	
	3	2		GS-2	
	4	3		GS-3	
	5	4		GS-4	
1	6	5		GS-5	
	7	6		GS-6	
2	8	7		GS-7	
		8		GS-8	
3		9		GS-9	
		10		GS-10	
4		11		GS-11	
5		12		GS-12	
6		13		GS-13	
7		14		GS-14	
8		15		GS-15	
			1		CPC-1
			2		CPC-2
			3		CPC-3
			4		CPC-4
			5		CPC-5
			6		CPC-6
			7		CPC-7
			8		CPC-8
			9		CPC-9
			10		CPC-10

(b) The rates of basic compensation of officers and employees to whom this Act applies shall be initially adjusted as follows:

(1) In all cases where the number of pay rates within a grade specified in this Act is the same as in the corresponding grade of the Classification Act of 1923, as amended, employees shall have the same relative pay rate of the new grade, except as provided in paragraphs (2), (3), and (11) of this subsection.

(2) Employees in grade 1 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and seventh rate shall have the first, first, second, third, fourth, fifth, and sixth rate, respectively, of grade 1 of the General Schedule.

(3) *Employees in grade 2 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and seventh rate shall have the second, third, fourth, fifth, sixth, seventh, and seventh rate, respectively, of grade 1 of the General Schedule.*

(4) *Employees in grade 1 of the crafts, protective, and custodial service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, third, fourth, sixth, and seventh rate, respectively, of grade 1 of the Crafts, Protective, and Custodial Schedule.*

(5) *Employees in grades 2 and 3 of the crafts, protective, and custodial service immediately prior to the effective date of this title, shall have the same relative pay rate of the first six rates of grades 2 and 3, respectively, of the Crafts, Protective, and Custodial Schedule.*

(6) *Employees in grade 4 of the professional and scientific service and grade 11 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and sixth rate, respectively, of grade 11 of the General Schedule.*

(7) *Employees in grade 5 of the professional and scientific service and grade 12 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 12 of the General Schedule.*

(8) *Employees in grade 6 of the professional and scientific service and grade 13 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 13 of the General Schedule.*

(9) *Employees in grade 7 of the professional and scientific service and grade 14 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fifth, and sixth rate, respectively, of grade 14 of the General Schedule.*

(10) *Employees in grade 8 of the professional and scientific service and grade 15 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first and second rate of the grade shall have the third rate of grade 15 of the General Schedule.*

(11) *Employees receiving a rate of basic compensation, authorized by law, immediately prior to the effective date of this title, in excess of the appropriate new rate of the grade as determined under paragraphs (1) to (10), inclusive, may continue to receive such rate so long as they remain in the same position and grade, but when any such position becomes vacant, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act.*

SEC. 605. *Any increase in rate of basic compensation by reason of the enactment of this title shall not be regarded as an "equivalent increase" in compensation within the meaning of section 701.*

TITLE VII—STEP-INCREASES

SEC. 701. (a) Each officer or employee compensated on a per annum basis, and occupying a permanent position within the scope of the compensation schedules fixed by this Act, who has not attained the maximum scheduled rate of compensation for the grade in which his position is placed, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of (1) each fifty-two calendar weeks of service if his position is in a grade in which the step-increases are less than \$200, or (2) each seventy-eight calendar weeks of service if his position is in a grade in which the step-increases are \$200 or more, subject to the following conditions:

(A) That no equivalent increase in compensation from any cause was received during such period, except increase made pursuant to section 702 or 1002;

(B) That his current efficiency rating is "good" or better than "good";

(C) That the service and conduct of such officer or employee are certified as being otherwise satisfactory by the department; and

(D) That the benefit of successive step-increases shall be preserved, under regulations issued by the Commission, for officers and employees whose continuous service is interrupted in the public interest by service with the armed forces or by service in essential non-Government civilian employment during a period of war or national emergency.

(b) The term "good" as used in this title shall have the same meaning as when used in the systems of efficiency rating established pursuant to title IX of this Act.

SEC. 702. (a) Within the limit of available appropriations and in accordance with standards promulgated by the Commission, each department is authorized, subject to prior approval by the Commission (except as provided in subsection (b)), to make additional step-increases as a reward for superior accomplishment, but no officer or employee shall be eligible for more than one such additional step-increase within each of the time periods specified in section 701 (a).

(b) The Commission is authorized to delegate to any department the authority to make the additional step-increases provided for in this section, without prior approval in individual cases by the Commission. The Commission may withdraw or suspend such authority whenever review of such actions by the Commission indicates that standards promulgated by the Commission have not been observed, and may restore such authority whenever it is satisfied that subsequent actions will be taken in conformance with such standards.

(c) Each department shall report to the Commission all actions taken under this section, together with the reasons therefor. The Commission shall submit an annual report to Congress covering the numbers and types of actions taken under this section.

SEC. 703. (a) Subject to subsection (b), and as a reward for long and faithful service, each department shall grant an additional step-increase (to be known as a longevity step-increase) beyond the maximum scheduled rate of the grade in which his position is placed, to each officer or employee for each three years of continuous service completed by him at such maxi-

num rate or at a rate in excess thereof authorized by this section without change of grade or rate of basic compensation except such change as may be prescribed by any provision of law of general application.

(b) (1) No officer or employee shall be entitled to a longevity step-increase while holding a position in any grade above grade 10 of the General Schedule.

(2) No officer or employee shall receive a longevity step-increase unless his current efficiency rating is "good" or better than "good", and his service and conduct are certified as being otherwise satisfactory by the department.

(3) No officer or employee shall receive more than one longevity step-increase for any three years of continuous service.

(4) Each longevity step-increase shall be equal to one step-increase of the grade in which the position of the officer or employee is placed.

(5) Not more than three successive longevity step-increases may be granted to any officer or employee.

(6) The officer or employee shall have had, in the aggregate, not less than ten years of service in the position which he then occupies, or in positions of equivalent or higher class or grade.

(c) When an officer or employee, receiving basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 604 (b) (11), section 1105 (b), or any other provision of law, is eligible for his first longevity step-increase beyond the maximum rate of such grade he shall—

(1) receive total basic compensation which is equal to the basic compensation at the maximum scheduled rate for his grade plus such first longevity step-increase, or

(2) continue to receive compensation at such rate in excess of the maximum scheduled rate for his grade, if the compensation at such rate is higher than the total basic compensation specified in paragraph (1).

In case any such officer or employee receiving compensation under paragraph (2) is eligible for a subsequent successive longevity step-increase, he shall—

(A) receive the same total basic compensation which he would be entitled to receive after such subsequent longevity step-increase, if his total basic compensation had, at the time he was eligible for his first longevity step-increase, been determined under paragraph (1), or

(B) continue to receive compensation under paragraph (2) if such compensation is higher than the total basic compensation specified in paragraph (A).

SEC. 704. In computing length of service for the purposes of this title, service immediately preceding the effective date of this title shall be counted toward (1) one step-increase under section 701 and one additional step-increase under section 702, or (2) longevity step-increases under section 703, as the case may be.

SEC. 705. This title shall not apply to the compensation of persons appointed by the President, by and with the advice and consent of the Senate.

TITLE VIII—GENERAL COMPENSATION RULES

SEC. 801. All new appointments shall be made at the minimum rate of the appropriate grade.

SEC. 802. (a) The rate of basic compensation to be received by any officer or employee to whom this Act applies shall be governed by regulations issued by the Commission in conformity with this Act when—

- (1) he is transferred from a position to which this Act does not apply;
- (2) he is transferred from any position to which this Act applies to another such position;
- (3) he is demoted to a position in a lower grade;
- (4) he is reinstated, reappointed, or reemployed;
- (5) his type of appointment is changed;
- (6) his employment status is otherwise changed; or
- (7) his position is changed from one grade to another grade.

(b) Any officer or employee who is promoted or transferred to a position in a higher grade shall receive basic compensation at the lowest rate of such higher grade which exceeds his existing rate of basic compensation by not less than one step-increase of the grade from which he is promoted or transferred. If, in the case of any officer or employee so promoted or transferred who is receiving (1) one or more longevity step-increases under section 703, or (2) basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 604 (b) (11), section 1105 (b), or any other provision of law, there is no rate in such higher grade which is at least one step-increase above his existing rate of basic compensation, he shall receive (A) the maximum scheduled rate of such higher grade, or (B) his existing rate of basic compensation, if such existing rate is the higher.

SEC. 803. The Commission shall make a study of the problem of additional compensation for hazardous employments and submit a report to Congress not later than one year from the date of enactment of this Act, setting forth its findings and such recommendations as it may deem advisable for a future policy and plan with respect to additional compensation for hazardous employments.

TITLE IX—EFFICIENCY RATINGS

SEC. 901. (a) The Commission shall establish and may revise uniform systems of efficiency rating for the appraisal of the service of officers and employees in positions in the classes and grades provided by this Act. Such systems shall set forth degrees of efficiency which shall constitute ground for (1) the recognition of outstanding performance, (2) the granting of increases in the rate of compensation, (3) continuance at the existing rate of compensation, (4) decrease in the rate of compensation of officers and employees who at the time are above the middle rate for the grade in which their positions are placed, and (5) removal from the position or dismissal from the service.

(b) Each department shall rate in accordance with such systems the efficiency of each officer or employee under its jurisdiction. Ratings shall be open to inspection by representatives of the Commission and by officers and employees of the department in accordance with regulations issued by the Commission. Each officer or employee shall have the right to inspect the detailed report of his own rating.

(c) *Reductions in compensation, removals from positions, or dismissals from the service shall be made by the departments whenever the efficiency ratings warrant.*

SEC. 902. (a) *There shall be established in each department one or more boards of review each of which shall be composed of three members. One member, who shall serve as chairman, shall be designated by the Commission; one member shall be designated by the department concerned; and one member shall be designated by the officers and employees of the department concerned in such manner as may be determined by the Commission.*

(b) *Alternate members shall be designated in the same manner as their respective principal members. The boards of review shall meet at the call of their respective chairmen for the purpose of considering and passing upon the merits of such efficiency ratings assigned to officers and employees as may be submitted to such boards of review as hereinafter provided.*

(c) *Any officer or employee shall, upon written request to the chairman of the appropriate board of review of his department, be entitled as a matter of right to a hearing and a review by such board of review of his efficiency rating. At the hearing the officer or employee, and such representative as he may designate, and such representatives of the department as may be designated by the department, shall be afforded an opportunity (1) to submit orally or in writing any information deemed by the board of review to be pertinent to the case, and (2) to hear or examine, and reply to, any such information submitted to such board by other parties. After any such hearing the board may make such adjustment in any such efficiency rating as it may find to be proper.*

SEC. 903. *The Commission shall make a study of efficiency rating systems in the Federal service and submit a report to Congress on or before February 1, 1950, setting forth its findings as to the operation and administration of such systems and such recommendations (including specific recommendations for legislation) as it may deem advisable.*

TITLE X—MANAGEMENT IMPROVEMENT PLAN AND AWARDS

SEC. 1001. (a) *In accordance with regulations issued and administered by the Director of the Bureau of the Budget, each department shall make systematic reviews of the operations of each of its activities, functions, or organization units, on a continuing basis.*

(b) *The purposes of such reviews shall include, among other things, (1) determining the degree of efficiency and economy in the operation of the department's activities, functions, or organization units, (2) identifying the units that are outstanding in those respects, and (3) identifying the supervisors and employees whose personal efforts have caused their units to be outstanding in efficiency and economy of operations.*

SEC. 1002. (a) *In each department there shall be established an Efficiency Awards Committee, the membership of which shall be designated by the head of the department.*

(b) *It shall be the duty of the Efficiency Awards Committee (1) to identify those supervisors and employees within the department whose superior accomplishments have contributed to outstanding efficiency and economy in administration, and (2) to award to such supervisors and employees, subject to the approval of the head of the department and to the*

limitations of subsection (c), cash awards or increases in rates of basic compensation which, in the judgment of the Committee, are commensurate with their demonstrated superior accomplishments: Provided, however, That the total amount of such awards or increases to any group of supervisors and employees shall not exceed 25 per centum of the estimated saving to the Government due to their superior accomplishments.

(c) Any such cash award or any such increase in rate of basic compensation shall not exceed an amount equal to three times the step-increase of the applicable grade. Any such increase in rate of basic compensation shall be at one, two, or three times the step-increase of the applicable grade and shall be in lieu of any additional compensation as a reward for superior accomplishment under section 702.

(d) An award under this title shall be given due weight in qualifying and selecting employees for promotion to positions in higher grades.

SEC. 1003. The Bureau of the Budget shall maintain control of the program set forth in this title and shall annually report the results of such program to Congress, with such recommendations as it may deem advisable.

TITLE XI—GENERAL PROVISIONS

SEC. 1101. The Commission is hereby authorized to issue such regulations as may be necessary for the administration of this Act.

SEC. 1102. The Commission shall prepare and submit to the President an annual report with respect to the rates of compensation under, and the administration of, this Act. The President shall submit an annual report to Congress which shall contain, among other matters, such recommendations, based upon the report of the Commission, as he may deem advisable.

SEC. 1103. In the administration of this Act, there shall be no discrimination with respect to any person, or with respect to the position held by any person, on account of sex, marital status, race, creed, or color.

SEC. 1104. Nothing in this Act shall be construed to affect the application to officers and employees to whom this Act applies of the veteran-preference provisions in the Civil Service Act, as amended, and the Veterans' Preference Act of 1944, as amended.

SEC. 1105. (a) Except as provided in subsection (b)—

(1) titles VI, VII, VIII, and XII shall take effect on the first day of the first pay period which begins after the date of enactment of this Act;

(2) all other provisions of this Act shall take effect upon enactment.

(b) With respect to any position which, immediately prior to the date of enactment of this Act, is not subject to the Classification Act of 1923, as amended (including positions in grade 9 of the professional and scientific service or in grade 16 of the clerical, administrative, and fiscal service referred to in section 13 of such Act), but to which this Act applies, this Act shall take effect on a date specified by the Commission, but not later than the first day of the first pay period which begins after six months following the date of enactment of this Act. An officer or employee occupying any such position on such effective date, and receiving basic compensation at a rate in excess of the appropriate rate of the grade in which such position is placed, shall continue to receive basic compensation without change in rate until (1) he leaves such position, or (2) he is entitled to receive basic compensation at a higher rate by reason of the operation of title V or VII. When such position is vacated by such officer or employee, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act.

(c) *Employces of the Bureau of Engraving and Printing to whom section 202 (7) applies shall continue to receive compensation at the rates prescribed for the Clerical-Mechanical Service by the Classification Act of 1923, as amended, until their compensation shall have been fixed in accordance with the provisions of such section.*

SEC. 1106 (a). *Whenever reference is made in any other law to the Classification Act of 1923, as amended, such reference shall be held and considered to mean this Act. Whenever reference is made in any other law to a grade of the Classification Act of 1923, as amended, such reference shall be held and considered to mean the corresponding grade shown in section 604 of this Act.*

(b) *The application of this Act to any position, officer, or employee shall not be affected by reason of the enactment of subsection (a).*

SEC. 1107. *There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this Act.*

TITLE XII.—MISCELLANEOUS PROVISIONS

SEC. 1201. *Section 66 of the Farm Credit Act of 1933 (48 Stat. 269) is hereby amended to read as follows:*

“SEC. 66. *No director, officer, or employee of the Central Bank for Cooperatives, or of any Production Credit Corporation, Production Credit Association, or Bank for Cooperatives shall be paid compensation at a rate in excess of \$13,000 per annum.*”

SEC. 1202. *The following laws and parts of laws are hereby repealed:*

(1) *The Classification Act of 1923, as amended;*

(2) *Public Resolution Numbered 36, Sixty-eighth Congress, approved June 7, 1924 (43 Stat. 669);*

(3) *Public, Numbered 555, Seventieth Congress, approved May 28, 1928 (45 Stat. 776), as amended;*

(4) *Public, Numbered 523, Seventy-first Congress, approved July 3, 1930 (46 Stat. 1003), as amended;*

(5) *Sections 505, 506, 507, 508, and 509 of the Economy Act, approved June 30, 1932 (47 Stat. 416);*

(6) *Sections 3, 4, 5, 6, and 7 of Public, Numbered 880, Seventy-sixth Congress, approved November 26, 1940 (54 Stat. 1212), as amended;*

(7) *Public Law 200 (except section 6 thereof), Seventy-seventh Congress, approved August 1, 1941 (55 Stat. 613);*

(8) *Public Law 694, Seventy-seventh Congress, approved August 1, 1942 (56 Stat. 733);*

(9) *Title IV of the Federal Employees Pay Act of 1945, approved June 30, 1945 (59 Stat. 298); and*

(10) *Sections 2 and 12 of the Federal Employees Pay Act of 1946, approved May 24, 1946 (60 Stat. 216, 219).*

SEC. 1203. *Section 604 (d) of the Federal Employees Pay Act of 1945, as amended, is amended to read as follows:*

“(d) (1) *Hereafter, for all pay computation purposes affecting officers or employees in or under the executive branch, the judicial branch, or the District of Columbia municipal government, basic per annum rates of compensation established by or pursuant to law shall be regarded as payment for employment during fifty-two basic administrative workweeks of forty hours.*

"(2) Whenever for any such purpose it is necessary to convert a basic monthly or annual rate to a basic biweekly, weekly, daily, or hourly rate, the following rules shall govern:

"(A) A monthly rate shall be multiplied by twelve to derive an annual rate;

"(B) An annual rate shall be divided by fifty-two or twenty-six, as the case may be, to derive a weekly or biweekly rate;

"(C) A weekly or biweekly rate shall be divided by forty or eighty, as the case may be, to derive an hourly rate; and

"(D) A daily rate shall be derived by multiplying an hourly rate by the number of daily hours of service required.

"(3) All rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent."

SEC. 1204. All laws or parts of laws inconsistent with this Act are hereby repealed to the extent of such inconsistency.

And the Senate agree to the same.

TOM MURRAY,
JAMES H. MORRISON,
GEORGE P. MILLER,
EDWARD H. REES,
ANTONI N. SADLAK,

Managers on the Part of the House.

OLIN D. JOHNSTON,
RUSSELL B. LONG,
FRANK P. GRAHAM,
ZALES N. ECTON,

Managers on the Part of the Senate.

STATEMENT OF THE MANAGERS ON THE PART OF THE HOUSE

The managers on the part of the House at the conference on the disagreeing votes of the two Houses on the amendment of the Senate to the bill (H. R. 5931) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, submit the following statement in explanation of the effect of the action agreed upon by the conferees and recommended in the accompanying conference report:

The Senate amendment to the bill strikes out all of the House bill after the enacting clause. The committee of conference recommends that the House recede from its disagreement to the amendment of the Senate, with an amendment which is a substitute for both the House bill and the Senate amendment, and that the Senate agree to the same.

Except for the differences noted in the following statement, the conference substitute is substantially the same as the House bill.

The House bill provided that the short title be "Classification Revision Act of 1949". The short title in the Senate amendment is "Position-Classification and Pay Act of 1949". The short title proposed by the conference substitute is "Classification Act of 1949".

Section 202 (2) of the House bill exempted from the coverage of the bill positions in or under the Department of State which *both* are (A) connected with the representation of the United States to international organizations, and (B) specifically exempted by law from the Classification Act of 1923, or any other classification or compensation law. Section 202 (2) of the conference substitute is the same as the Senate amendment and exempts from the coverage of the bill positions in or under the Department of State which meet *either* of the conditions specified in the House bill.

With respect to the General Schedule, the table below shows existing grades and rates of compensation; the grades and rates of compensation prescribed in the House bill, the Senate amendment, and the conference substitute; and the differences between existing rates and the rates prescribed in the conference substitute. An examination of columns 2 and 4 of the table will disclose the differences between the House bill and the conference substitute with respect to the rates of the respective grades.

GENERAL SERVICE (GS) SCHEDULE

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
GRADE GS-1 (EXISTING GRADES SP-1, SP-2, AND CAF-1)				
\$2,020-----	\$2,186	\$2,200	\$2,200	\$180.00
\$2,086-----	2,186	2,200	2,200	114.00
\$2,152-----	2,266	2,280	2,280	128.00
\$2,218-----	2,346	2,360	2,360	142.00
\$2,284-----	2,426	2,440	2,440	156.00
\$2,350-----	2,506	2,520	2,520	170.00
\$2,423.04-----	2,586	2,600	2,600	176.96
\$2,498.28-----	2,666	2,680	2,680	181.72
\$2,573.52-----	2,666	2,680	2,680	106.48
GRADE GS-2 (EXISTING GRADES SP-3 AND CAF-2)				
\$2,284-----	\$2,384	\$2,450	\$2,450	\$166.00
\$2,350-----	2,464	2,530	2,530	180.00
\$2,423.04-----	2,544	2,610	2,610	186.96
\$2,498.28-----	2,624	2,690	2,690	191.72
\$2,573.52-----	2,704	2,770	2,770	196.48
\$2,648.76-----	2,784	2,850	2,850	201.24
\$2,724-----	2,864	2,930	2,930	206.00
GRADE GS-3 (EXISTING GRADES SP-4 AND CAF-3)				
\$2,498.28-----	\$2,600	\$2,700	\$2,650	\$151.72
\$2,573.52-----	2,680	2,780	2,730	156.48
\$2,648.76-----	2,760	2,860	2,810	161.24
\$2,724-----	2,840	2,940	2,890	166.00
\$2,799.24-----	2,920	3,020	2,970	170.76
\$2,874.48-----	3,000	3,100	3,050	175.52
\$2,949.72-----	3,080	3,180	3,130	180.28
GRADE GS-4 (EXISTING GRADES SP-5 AND CAF-4)				
\$2,724-----	\$2,824	\$3,000	\$2,875	\$151.00
\$2,799.24-----	2,904	3,080	2,955	155.76
\$2,874.48-----	2,984	3,160	3,035	160.52
\$2,949.72-----	3,064	3,240	3,115	165.28
\$3,024.96-----	3,144	3,320	3,195	170.04
\$3,100.20-----	3,224	3,400	3,275	174.80
\$3,175.44-----	3,304	3,480	3,355	179.56
GRADE GS-5 (EXISTING GRADES SP-6, CAF-5, AND P-1 IN HOUSE BILL AND CONFERENCE SUBSTITUTE; THE SENATE BILL INCLUDES THESE AND, IN ADDITION, SP-7 AND CAF-6)				
\$2,974.80-----	\$3,075	\$3,100	\$3,100	\$125.20
\$3,100.20-----	3,200	3,225	3,225	124.80
\$3,225.60-----	3,325	3,350	3,350	124.40
\$3,351-----	3,450	3,475	3,475	124.00
\$3,476.40-----	3,575	3,600	3,600	123.60
\$3,601.80-----	3,700	3,725	3,725	123.20
\$3,727.20-----	3,825	3,850	3,850	122.80
\$3,852.60-----	-----	¹ 3,975	-----	-----
\$3,978-----	-----	¹ 4,100	-----	-----
\$4,103.40-----	-----	¹ 4,225	-----	-----

¹ For present incumbents only—not a scheduled rate.

GENERAL SERVICE (GS) SCHEDULE—Continued

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-6 (NO CORRESPONDING SEPARATE GRADE IN SENATE BILL; EXISTING GRADES SP-7 AND CAF-6 IN HOUSE BILL AND CONFERENCE SUBSTITUTE)				
\$3,351.....	\$3,451	-----	\$3,450	\$99.00
\$3,476.40.....	3,576	-----	3,575	98.60
\$3,601.80.....	3,701	-----	3,700	98.20
\$3,727.20.....	3,826	-----	3,825	97.80
\$3,852.60.....	3,951	-----	3,950	97.40
\$3,978.....	4,676	-----	4,075	97.00
\$4,103.40.....	4,201	-----	4,200	96.60

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-7; SENATE GRADE GS-6 (EXISTING GRADES SP-8, CAF-7, AND P-2; SENATE BILL ALSO INCLUDES CAF-8)				
\$3,727.20.....	\$3,827	\$3,850	\$3,825	\$97.80
\$3,852.60.....	3,952	3,975	3,950	97.40
\$3,978.....	4,077	4,100	4,075	97.00
\$4,103.40.....	4,202	4,225	4,200	96.60
\$4,228.80.....	4,327	4,350	4,325	96.20
\$4,354.20.....	4,452	4,475	4,450	95.86
\$4,479.60.....	4,577	4,600	4,575	95.40
\$4,605.....	-----	¹ 4,725	-----	-----
\$4,730.40.....	-----	¹ 4,850	-----	-----
\$4,855.80.....	-----	¹ 4,975	-----	-----

¹ For present incumbents only—not a scheduled rate.

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-8 (EXISTING GRADE CAF-8; NO CORRESPONDING SEPARATE GRADE IN SENATE BILL)				
\$4,103.40.....	\$4,200	-----	\$4,200	\$96.60
\$4,228.80.....	4,325	-----	4,325	96.20
\$4,354.20.....	4,450	-----	4,450	95.80
\$4,479.60.....	4,575	-----	4,575	95.40
\$4,605.....	4,700	-----	4,700	95.00
\$4,730.40.....	4,825	-----	4,825	94.60
\$4,855.80.....	4,950	-----	4,950	94.20

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-9; SENATE GRADE GS-7 (EXISTING GRADES CAF-9 AND P-3; SENATE BILL ALSO INCLUDES CAF-10)				
\$4,479.60.....	\$4,600	\$4,600	\$4,600	\$120.40
\$4,605.....	4,725	4,725	4,725	120.00
\$4,730.40.....	4,850	4,850	4,850	119.60
\$4,855.80.....	4,975	4,975	4,975	119.20
\$4,981.20.....	5,100	5,100	5,100	118.80
\$5,106.60.....	5,225	5,225	5,225	118.40
\$5,232.....	5,350	¹ 5,350	5,350	118.00
\$5,357.40.....	-----	¹ 5,475	-----	-----
\$5,482.80.....	-----	¹ 5,600	-----	-----
\$5,608.20.....	-----	¹ 5,725	-----	-----

¹ For present incumbents only—not a scheduled rate.

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-10 (EXISTING GRADE CAF-10; NO CORRESPONDING SEPARATE GRADE IN SENATE BILL)				
\$4,855.80.....	\$5,000	-----	\$5,000	\$144.20
\$4,981.20.....	5,125	-----	5,125	143.80
\$5,106.60.....	5,250	-----	5,250	143.40
\$5,232.....	5,375	-----	5,375	143.00
\$5,357.40.....	5,500	-----	5,500	142.60
\$5,482.80.....	5,625	-----	5,625	142.20
\$5,608.20.....	5,750	-----	5,750	141.80

GENERAL SERVICE (GS) SCHEDULE—Continued

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-11; SENATE GRADE GS-8 (EXISTING GRADES CAF-11 AND P-4)

\$5,232.....	\$5,400	\$5,400	\$5,400	\$168.00
\$5,482.80.....	5,600	5,650	5,600	117.20
\$5,733.60.....	5,800	5,900	5,800	66.40
\$5,984.40.....	6,000	6,150	6,000	15.60
-----	6,200	-----	6,200	-----
\$6,235.20.....	6,400	6,400	6,400	164.80

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-12; SENATE GRADE GS-9 (EXISTING GRADES CAF-12 AND P-5)

\$6,235.20.....	\$6,400	\$6,400	\$6,400	\$164.80
\$6,474.60.....	6,600	6,650	6,600	125.40
\$6,714.....	6,800	6,900	6,800	86.00
\$6,953.40.....	7,000	7,150	7,000	46.60
\$7,192.80.....	7,200	7,400	7,200	7.20
-----	7,400	-----	7,400	-----

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-13; SENATE GRADE GS-10 (EXISTING GRADES CAF-13 AND P-6)

\$7,432.20.....	\$7,600	\$7,600	\$7,600	\$167.80
\$7,671.60.....	7,800	7,850	7,800	128.40
\$7,911.....	8,000	8,100	8,000	89.00
\$8,150.40.....	8,200	8,350	8,200	49.60
\$8,389.80.....	8,400	8,600	8,400	10.20
-----	8,600	-----	8,600	-----

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-14; SENATE GRADE GS-11 (EXISTING GRADES CAF-14 AND P-7)

\$8,509.50.....	\$8,800	\$8,800	\$8,800	\$290.50
\$8,808.75.....	9,000	9,050	9,000	191.25
\$9,108.....	9,200	9,300	9,200	92.00
-----	9,400	-----	9,400	-----
\$9,407.25.....	9,600	9,550	9,600	192.75
\$9,706.50.....	9,800	9,800	9,800	93.50

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-15; SENATE GRADE GS-12 (EXISTING GRADES CAF-15 AND P-8)

-----	\$10,000	\$10,000	\$10,000	-----
-----	10,250	-----	10,250	-----
\$10,305.....	10,500	10,500	10,500	\$195.00
\$10,330.....	10,500	11,000	10,500	170.00
-----	10,750	-----	10,750	-----
-----	11,000	-----	11,000	-----

The existing Classification Act does not contain any grades or rates comparable to the following:

GENERAL SERVICE (GS) SCHEDULE—Continued

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
	House grade GS-16		Grade GS-16 ²	
	\$11,500		\$11,200	
	11,750		11,400	
	12,000		11,600	
	12,250		11,800	
	12,500		12,000	
	House grade GS-17	Senate grade GS-13	Grade GS-17 ²	
	\$13,000	\$11,500	\$12,200	
	13,250	12,000	12,400	
	13,500	12,500	12,600	
	13,750		12,800	
	14,000		13,000	
	House grade GS-18		Grade GS-18 ²	
	\$15,000		\$14,000	

² Section 505 of the conference substitute provides that at any one time there shall not be more than 300 positions in Grade GS-16, not more than 75 positions in Grade GS-17, and not more than 25 positions in Grade GS-18.

The crafts, protective, and custodial schedule is the same in the conference substitute as in the House bill.

Section 804 (a) and (b) of the Senate amendment authorized the Civil Service Commission to establish schedules of pay differentials for employments in which the employee is inherently exposed in the performance of assigned duties to unusual danger of loss of life, crippling injury, or disabling disease. Such pay differentials were to be added to the rates of basic compensation set forth in title VI of the Senate amendment, but no such pay differential was to exceed 50 percent of the rate of basic compensation otherwise applicable. Section 804 (c) authorized and directed the Commission to study the problem of additional compensation for hazardous employments and to report to Congress, not later than 1 year from the date of enactment of the bill, its findings and recommendations for formulating a future policy and plan for dealing with the problem. The House bill contains no such provisions.

Section 803 of the conference substitute omits the provisions of section 804 (a) and (b) of the Senate amendment relating to the establishment of pay differentials, but retains the provision in section 804 (c) of the Senate amendment authorizing and directing the Commission to study the problem of additional compensation for hazardous employments and to submit to Congress its findings and recommendations.

Title IX of the House bill continued existing efficiency rating provisions. Title IX of the Senate amendment would replace these with new provisions for performance rating plans, and eliminate existing provisions for efficiency rating boards of review. The conference substitute is the same as the House bill except that a new section (sec. 903) is added which requires the Civil Service Commission to make a study of efficiency rating systems in the Federal service and submit a report to Congress on or before February 1, 1950, setting forth its findings as to the operation and administration of such systems and such recommendations (including specific recommendations for legislation) as it may deem advisable.

Title X of the Senate amendment provides a specific program for increasing efficiency and promoting economy in the Federal service. An explanation of the title by sections follows:

Section 1001: Under regulations issued and administered by the Director of the Bureau of the Budget, each department is required to make systematic reviews, on a continuing basis, of each of its activities, functions, or organization units. Among other things, such reviews are to determine operational efficiency and economy of each activity or unit and identify the supervisors and employees whose personal efforts have caused their units to be outstanding in these respects.

Section 1002: This section sets up the machinery for rewarding such supervisors and employees. The head of the department appoints an efficiency awards committee, which identifies those supervisors and employees whose superior accomplishments have contributed to outstanding efficiency and economy in administration. Subject to the approval of the head of the department, the committee may reward such supervisors and employees either by cash awards or by increases in rates of basic compensation, commensurate with their demonstrated superior accomplishments.

On a group basis, the total of the awards shall not exceed 25 percent of the estimated savings to the Government due to their superior accomplishments.

On an individual basis, the award may not exceed three times the step increase of the supervisor's or employee's grade.

Any such award takes the place of any reward for superior accomplishment under section 702 of the bill.

Section 1013: This section requires the Bureau of the Budget to maintain control of the program set forth in title X, and to report the results annually to Congress, with such recommendations as it may deem advisable.

This title was not contained in the House bill. Title X of the conference substitute is the same as title X of the Senate amendment. Under section 205 of the conference substitute this title is made inapplicable to (1) the Administrative Office of the United States Courts, (2) the Library of Congress, (3) the Botanic Garden, (4) the Government Printing Office, (5) the Office of the Architect of the Capitol, and (6) the municipal government of the District of Columbia.

Section 1101 of the House bill amended the Federal Employees Pay Act of 1945, the Federal Employees Pay Act of 1946, and the Postal Rate Revision and Federal Employees Salary Act of 1948 to establish the maximum compensation payable by reason of such acts

at \$10,500 instead of \$10,330. This provision is omitted from the conference substitute.

The Senate amendment contained a provision amending section 66 of the Farm Credit Act of 1933 so as to increase from \$10,000 to \$12,500 the maximum per annum compensation payable to certain officers and employees under the Farm Credit Administration. The House bill did not contain such a provision.

Section 1201 of the conference substitute amends section 66 of the Farm Credit Act of 1933 so as to increase from \$10,000 to \$13,000 the maximum per annum compensation that may be paid to any director, officer, or employee of the Central Bank for Cooperatives or of any production credit corporation, production credit association, or bank for cooperatives.

The Senate amendment amends section 604 (d) of the Federal Employees Pay Act of 1945 in two respects: (1) It adds to the existing rules for converting one rate of compensation to another rate of compensation the rule that an annual rate shall be divided by 26 to derive a biweekly rate and the rule that a biweekly rate shall be divided by 80 to derive an hourly rate, and (2) it provides that all rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent. The House bill contained no such provision. Section 1203 of the conference substitute is the same as the Senate amendment.

TOM MURRAY,
JAMES H. MORRISON,
GEORGE P. MILLER,
EDWARD H. REES,
ANTONI N. SADLAK,

Managers on the Part of the House.



The differences between the House bill and the substitute agreed to in conference are noted in the following statement:

The first section of the House bill amended section 6 of the Act of July 6, 1945, as amended (Public Law 134, 79th Cong.), so as to increase the annual leave of postmasters, officers, and employees in the postal field service from 15 to 20 days. Such leave was to be cumulative up to 60 days and to be credited at the rate of one and two-thirds days for each month of actual service. The Senate amendment contained no such provisions. The conference substitute omits the annual-leave provisions of the House bill.

Section 2 (a) of the House bill established three additional grades for faithful and meritorious service for those employees in the postal field service who are not paid on an hourly basis and for whom no additional grades are provided under existing law. Each such employee was to be promoted to the first additional grade after 3 years of faithful and meritorious service in the highest automatic grade, to the second additional grade after 5 years of such service in the first additional grade, and to the third additional grade after 7 years of such service in the second additional grade. Each employee was to receive an increase in compensation of \$100 per annum for each promotion to an additional grade.

Section 2 (b) of the House bill established a third additional grade for faithful and meritorious service for those employees for whom only two additional grades are provided under existing law. Each such employee was to be promoted to the newly established third additional grade after 7 years of faithful and meritorious service in the higher of the two additional grades now provided by law. Each employee promoted to the third additional grade was to receive an increase in compensation of \$100 per annum.

The Senate amendment contained no such provisions.

Subsections (a) and (b) of the first section of the conference substitute are the same as subsections (a) and (b) of section 2 of the House bill with the following exceptions: (1) No employee to whom subsection (a) of the first section of the conference substitute applies shall be promoted to the first of the three newly established additional grades unless he has completed 13 years of service in the postal field service, and (2) no employee to whom subsection (b) of the first section of the conference substitute applies shall be promoted to the newly established third additional grade unless he has completed 25 years of such service.

Section 3 (a) of the House bill provided that each employee in the postal field service on the day before the effective date of the bill who was originally appointed to a grade lower than grade 3 under the act of July 6, 1945, as amended, and who has not reached grade 3 shall be placed in grade 3 as of the date the bill takes effect. Section 3 (b) of the House bill provided that each person originally appointed in the postal field service on or after the effective date of the bill shall be placed in grade 3 at the time of his appointment.

The Senate amendment limited these provisions to regular employees in the postal field service.

The conference substitute retains (in sec. 2) the provisions of the Senate amendment and adds two subsections as follows:

Subsection 2 (c) of the conference agreement provides that each substitute or temporary employee in the postal field service on the day before the effective date of the bill, whose original appointment was to a grade lower than grade 3 under the act of July 6, 1945, as amended, and who has not reached grade 3, shall be placed in grade 3 as of the effective date of the bill or as of the date he shall have been on the roll for

an aggregate period of 1 year, whichever date is the later.

Subsection (d) of the conference substitute provides that each person appointed as a substitute or temporary employee in the postal field service on or after the effective date of the bill shall be placed in grade 3 as of the date of such appointment or as of the date he shall have been on the roll for an aggregate period of 1 year, whichever date is the later.

Section 2 (c) of the House bill provided that each officer or employee in the postal field service shall be credited for promotion to any of the meritorious salary grades of his position established under the act of July 6, 1945, as amended, with all service performed by him before July 1, 1945, if he has not heretofore received credit for such service for promotion purposes.

The Senate amendment contained no such provision.

Subsection (e) of section 2 of the conference substitute is intended to have the same effect as section 2 (c) of the House bill except that the conference substitute (1) has restated section 3 (c) of the House bill in the interests of simplification and clarification of policy, and (2) has made it clear that each person in the new meritorious or longevity grades established under subsections (a) and (b) of the first section of the conference substitute shall have credit, for promotion to any of such new meritorious and longevity grades, for all service rendered prior to July 1, 1945, for which he has not heretofore received credit for promotion purposes.

Section 4 of the House bill provided the following increases in rates of compensation: (1) An increase of \$150 per annum for postmasters, officers, and employees in the postal field service paid on an annual basis and whose compensation rates are prescribed by the act of July 6, 1945, as amended; (2) an increase of 5 cents per hour for employees paid on an hourly or part-time basis; and (3) an increase of 5 percent of their annual basic compensation for fourth-class postmasters.

The first section of the Senate amendment provided increases (1) of \$100 per annum for such postmasters, officers, and employees paid on an annual basis, (2) of 2½ cents per hour for hourly and part-time employees, and (3) of 2½ percent of their annual basic compensation for fourth-class postmasters.

In lieu of the compensation increases provided by the House bill and the Senate amendment, section 3 of the conference substitute provides increases (1) of \$120 for such postmasters, officers, and employees paid on an annual basis, (2) of 2½ cents per hour for hourly and part-time employees, and (3) 5 percent of their annual basic compensation for fourth-class postmasters.

Section 5 (a) of the House bill authorized the Postmaster General to prescribe a uniform dress for the following postal employees: City- and village-delivery letter carriers, special-delivery messengers, motor-vehicle employees, custodial guards, elevator operators, and watchmen. The Postmaster General was required to furnish uniforms to employees for whom he prescribed a uniform dress, at a cost of not more than \$100 a year for each employee, and, if he deemed it in the interest of the postal service, he could permit any or all such employees to purchase uniforms individually and could reimburse each such employee in an amount not in excess of \$100 a year, for the cost of the uniform so purchased.

Section 5 (b) of the House bill amended section 1730 of title 18 of the United States Code to extend the existing penal provisions of such section, covering the unauthorized wearing of the uniforms of letter carriers, to the unauthorized wearing of the uniforms of the additional groups of employees for whom the Postmaster General prescribed a

uniform dress under section 5 (a) of the House bill.

The provisions of section 5 of the House bill, relating to uniforms of postal employees, are not contained in either the Senate amendment or in the conference substitute.

The committee of conference recommends a modification of the title of the bill to conform to the provisions of the bill as agreed to in conference.

TOM MURRAY,
JAMES C. DAVIS,
JOHN BELL WILLIAMS,
EDWARD H. REES,
HAROLD C. HAGEN,

Managers on the Part of the House.

STATEMENT ON H. R. 4495, A BILL TO PROVIDE ADDITIONAL BENEFITS FOR POSTMASTERS, OFFICERS, AND EMPLOYEES IN THE POSTAL FIELD SERVICE, BRINGING UP THE CONFERENCE REPORT

Mr. MURRAY of Tennessee. Mr. Speaker, the report of the conferees on H. R. 495, a bill giving certain benefits to postmasters, officers, and employees in the field service of the postal service retains in most respects the provisions of the bill as it passed the House.

The major exceptions are (a) the elimination of the provision for an increase in annual leave of 5 days, and (b) the provision of uniforms or uniform allowances up to a maximum of \$100 per year per employee for those postal employees required to wear them.

The conference agreement retains the provision of three longevity grades for those classes of postal employees who are not now entitled to any, and one longevity grade for those now entitled to two. A limitation was agreed to which requires that such employees must have a minimum of total postal service for the longevity grades established by this section of 13, 18, and 25 years, respectively.

The House provision was retained in the conference report for longevity pay increases of 5 percent for fourth-class postmaster and \$100 for other postmasters and supervisors at the end of 13, 18, and 25 years of service, counting all years of postal service.

Under the conference agreement regular employees presently in the service and those appointed in the future to regular positions will be placed in grade 3. Substitute and temporary employees will be placed in grade 3 after 1 year of service.

Section 3 (c) of the House bill provided that each officer or employee in the postal field service shall be credited for promotion to any of the meritorious salary grades of his position established under the act of July 6, 1945, as amended, with all service performed by him before July 1, 1945, if he has not heretofore received credit for such service for promotion purposes.

The Senate amendment contained no such provision.

Subsection (e) of section 2 of the conference substitute is intended to have the same effect as section 3 (c) of the House bill except that the conference substitute, first, has restated section 3 (c) of the House bill in the interests of simplification and clarification of policy; and, second, has made it clear that each person in the new meritorious or longevity grades established under subsec-

tions (a) and (b) of the first section of the conference substitute shall have credit, for promotion to any of such new meritorious and longevity grades, for all service rendered prior to July 1, 1945, for which he has not heretofore received credit for promotion purposes.

Section 4 of the House bill provided the following increases in rates of compensation: First, an increase of \$150 per annum for postmasters, officers, and employees in the postal field service paid on an annual basis and whose compensation rates are prescribed by the act of July 6, 1945, as amended; second, an increase of 5 cents per hour for employees paid on an hourly or part-time basis; and, third, an increase of 5 percent of their annual basic compensation for fourth-class postmasters.

The first section of the Senate amendment provided increases, first, of \$100 per annum for such postmasters, officers, and employees paid on an annual basis; second, of 2½ cents per hour for hourly and part-time employees; and, third, of 2½ percent of their annual basic compensation for fourth-class postmasters.

In lieu of the compensation increases provided by the House bill and the Senate amendment, section 3 of the conference substitute provides increases, first, of \$120 of such postmasters, officers, and employees paid on an annual basis; second, of 2½ cents per hour for hourly and part-time employees; and, third, of 5 percent of their annual basic compensation for fourth-class postmasters.

As H. R. 4495 passed the House it would have cost approximately \$178,000,000. As amended by the Senate the cost of the benefits were reduced to approximately \$51,000,000. Under the conference substitute benefits are granted to postal employees in increased annual pay and longevity amounting to approximately \$115,000,000.

The conference report was unanimously agreed to upon the part of the managers of the House and I hope it will be adopted by the House without opposition.

The SPEAKER. The question is on agreeing to the conference report.

The conference report was agreed to. A motion to reconsider was laid on the table.

REVISION OF CLASSIFICATION ACT OF 1923 AS AMENDED

Mr. MURRAY of Tennessee. Mr. Speaker, I call up the conference report—filed October 15, 1949—on the bill (H. R. 5931) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

The Clerk read the title of the bill.

CONFERENCE REPORT (H. REPT. No. 1447)

The committee of conference on the disagreeing votes of the two Houses on the amendment of the Senate to the bill (H. R. 5931) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to pro-

vide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, having met, after full and free conference, have agreed to recommend and do recommend to their respective Houses as follows:

That the House recede from its disagreement to the amendment of the Senate and agree to the same with an amendment as follows: In lieu of the matter proposed to be inserted by the Senate amendment insert the following: "That this Act may be cited as the 'Classification Act of 1949.'"

"TITLE I—DECLARATION OF POLICY

"SEC. 101. It is the purpose of this Act to provide a plan for classification of positions and for rates of basic compensation where-by—

"(1) in determining the rate of basic compensation which an officer or employee shall receive, (A) the principle of equal pay for substantially equal work shall be followed, and (B) variations in rates of basic compensation paid to different officers and employees shall be in proportion to substantial differences in the difficulty, responsibility, and qualification requirements of the work performed and to the contributions of officers and employees to efficiency and economy in the service; and

"(2) individual positions shall, in accordance with their duties, responsibilities, and qualification requirements, be so grouped and identified by classes and grades, as defined in section 301, and the various classes shall be so described in published standards, as provided for in title IV, that the resulting position-classification system can be used in all phases of personnel administration.

"TITLE II—COVERAGE AND EXEMPTIONS

"SEC. 201. (a) For the purposes of this Act, the term 'department' includes (1) the executive departments, (2) the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States, (3) the Administrative Office of the United States Courts, (4) the Library of Congress, (5) the Botanic Garden, (6) the Government Printing Office, (7) the General Accounting Office, (8) the Office of the Architect of the Capitol, and (9) the municipal government of the District of Columbia.

"(b) Subject to the exemptions specified in section 202, and except as provided in sections 204 and 205, this Act shall apply to all civilian positions, officers, and employees in or under the departments.

"SEC. 202. This act (except title XII) shall not apply to—

"(1) the field service of the Post Office Department, for which the salary rates are fixed by Public Law 134, Seventy-ninth Congress, approved July 6, 1945, as amended and supplemented;

"(2) the Foreign Service of the United States under the Department of State, for which the salary rates are fixed by the Foreign Service Act of 1946, as supplemented by Public Law 160, Eighty-first Congress, approved July 6, 1949; and positions in or under the Department of State which are (A) connected with the representation of the United States to international organizations; or (B) specifically exempted by law from the Classification Act of 1923, as amended, or any other classification or compensation law;

"(3) physicians, dentists, nurses, and other employees in the Department of Medicine and Surgery in the Veterans' Administration, whose compensation is fixed under Public Law 293, Seventy-ninth Congress, approved January 3, 1946.

"(4) teachers, school officers, and employees of the Board of Education of the District of Columbia, whose compensation is fixed under the District of Columbia Teachers' Salary

Act of 1947, as supplemented by Public Law 151, Eighty-first Congress, approved June 30, 1949; and the chief judge and the associate judges of the Municipal Court of Appeals for the District of Columbia, and of the Municipal Court for the District of Columbia;

"(5) officers and members of the Metropolitan Police, the Fire Department of the District of Columbia, the United States Park Police, and the White House Police;

"(6) lighthouse keepers and civilian employees on lightships and vessels of the Coast Guard, whose compensation is fixed under authority of section 432 (f) and (g) of title 14 of the United States Code;

"(7) employees in recognized trades or crafts, or other skilled mechanical crafts, or in unskilled, semiskilled, or skilled manual-labor occupations (except such employees in positions to which the Classification Act of 1923, as amended, now applies, the duties of which involve the maintenance and operation of public buildings and associated equipment or the performance of work in scientific or engineering laboratories as aides to scientists or engineers), and employees in the Bureau of Engraving and Printing the duties of whom are to perform or to direct manual or machine operations requiring special skill or experience, or to perform or direct the counting, examining, sorting, or other verification of the product of manual or machine operations, whose compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates;

"(8) officers and members of crews of vessels, whose compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates and practices in the maritime industry;

"(9) employees of the Government Printing Office whose compensation is fixed under Public, Numbered 276, Sixty-eighth Congress, approved June 7, 1924;

"(10) civilian professors, lecturers, and instructors at the Naval War College and the Naval Academy whose compensation is fixed under Public Law 604, Seventy-ninth Congress, approved August 2, 1946, senior professors, professors, associate and assistant professors, and instructors at the Naval Postgraduate School whose compensation is fixed under Public Law 303, Eightieth Congress, approved July 31, 1947; and the Academic Dean of the Postgraduate School of the Naval Academy whose compensation is fixed under Public Law 402, Seventy-ninth Congress, approved June 10, 1946;

"(11) aliens or persons not citizens of the United States who occupy positions outside the several States and the District of Columbia;

"(12) the Tennessee Valley Authority;

"(13) the Inland Waterways Corporation;

"(14) the Alaska Railroad;

"(15) the Virgin Islands Corporation;

"(16) the Central Intelligence Agency;

"(17) the Atomic Energy Commission;

"(18) Production Credit Corporations;

"(19) Federal Intermediate Credit Banks;

"(20) the Panama Railroad Company;

"(21) teachers, school officers, and members of the Police and Fire Departments of the Panama Canal whose rates of compensation are fixed by the Governor of the Panama Canal with reference to the rates of compensation for similar positions in the municipal government of the District of Columbia;

"(22) employees who serve without compensation or at nominal rates of compensation;

"(23) employees none or only part of whose compensation is paid from appropriated funds of the United States; *Provided*, That with respect to the Veterans' Canteen Service in the Veterans' Administration, the provisions of this paragraph shall be applicable only to those positions which are exempt from the Classification Act of 1923, as

amended, pursuant to Public Law 636, Seventy-ninth Congress, approved August 7, 1946, as amended;

"(24) employees whose compensation is fixed under a cooperative agreement between the United States and (A) a State, Territory, or possession of the United States, or political subdivision thereof, or (B) a person or organization outside the service of the Federal Government;

"(25) student nurses, medical or dental interns, residents-in-training, student dietitians, student physical therapists, student occupational therapists, and other student employees, assigned or attached to a hospital, clinic, or laboratory primarily for training purposes, whose compensation is fixed under Public Law 330, Eightieth Congress, approved August 4, 1947, or section 14 (b) of Public Law 293, Seventy-ninth Congress, approved January 3, 1946, as amended by Public Law 722, Eightieth Congress, approved June 19, 1948;

"(26) inmates, patients, or beneficiaries receiving care or treatment or living in Government agencies or institutions;

"(27) experts or consultants, when employed temporarily or intermittently in accordance with section 15 of Public Law 600, Seventy-ninth Congress, approved August 2, 1946;

"(28) emergency or seasonal employees whose employment is of uncertain or purely temporary duration, or who are employed for brief periods at intervals;

"(29) persons employed on a fee, contract, or piece work basis;

"(30) persons who may lawfully perform their duties concurrently with their private profession, business, or other employment, and whose duties require only a portion of their time, where it is impracticable to ascertain or anticipate the proportion of time devoted to the service of the Federal Government;

"(31) positions for which rates of basic compensation are individually fixed, or expressly authorized to be fixed, by any other law, at or in excess of the maximum scheduled rate of the highest grade established by this Act.

"Sec. 203. The Civil Service Commission, hereinafter referred to as the 'Commission', is authorized and directed to determine finally the applicability of sections 201 and 202 to specific positions, officers, and employees.

"Sec. 204. (a) The classes of employees whose compensation is authorized by section 3 of the Legislative Pay Act of 1929, as amended (46 Stat. 38; 55 Stat. 615), to be fixed by the Architect of the Capitol without regard to the Classification Act of 1923, as amended, are authorized to be compensated without regard to this Act.

"(b) This Act shall not apply to any officer or employee of the Office of the Architect of the Capitol whose compensation is fixed by any other law.

"(c) Sections 202 and 203 shall not apply to the Office of the Architect of the Capitol.

"Sec. 205. Title X of this Act shall not apply to (1) the Administrative Office of the United States Courts, (2) the Library of Congress, (3) the Botanic Garden, (4) the Government Printing Office, (5) the Office of the Architect of the Capitol, and (6) the municipal government of the District of Columbia.

"TITLE III—BASIS FOR CLASSIFYING POSITIONS

"Sec. 301. For the purposes of this Act, the term—

"(1) 'position' means the work, consisting of the duties and responsibilities, assignable to an officer or employee;

"(2) 'class' or 'class of positions' includes all positions which are sufficiently similar, as to (A) kind or subject-matter of work, (B) level of difficulty and responsibility, and (C) the qualification requirements of the work,

to warrant similar treatment in personnel and pay administration; and

"(3) 'grade' includes all classes of positions which (although different with respect to kind or subject-matter of work) are sufficiently equivalent as to (A) level of difficulty and responsibility, and (B) level of qualification requirements of the work, to warrant the inclusion of such classes of positions within one range of rates of basic compensation, as specified in title VI.

"Sec. 302. (a) Each position shall be placed in its appropriate class. The basis for determining the class in which each position shall be placed shall be the duties and responsibilities of such position and the qualifications required by such duties and responsibilities.

"(b) Each class shall be placed in its appropriate grade. The basis for determining the grade in which each class shall be placed shall be the level of difficulty, responsibility, and qualification requirements of the work of such class.

"Sec. 303. No appropriated funds shall be used to pay the compensation of any officer or employee who places a supervisory position in a class and grade solely on the basis of the size of the group, section, bureau, or other organization unit or the number of subordinates supervised. Such factors may be given effect only to the extent warranted by the work load of the organization unit and then only in combination with other factors, such as the kind, difficulty, and complexity of work supervised, the degree and scope of responsibility delegated to the supervisor, and the kind, degree, and character of the supervision actually exercised.

"TITLE IV—PREPARATION AND PUBLICATION OF STANDARDS

"Sec. 401. (a) The Commission, after consultation with the departments, shall prepare standards for placing positions in their proper classes and grades. The Commission is authorized to make such inquiries or investigations of the duties, responsibilities, and qualification requirements of positions as it deems necessary for this purpose. In such standards the Commission shall (1) define the various classes of positions that exist in the service in terms of duties, responsibilities, and qualification requirements; (2) establish the official class titles; and (3) set forth the grades in which such classes have been placed by the Commission. At the request of the Commission, the departments shall furnish information for and cooperate in the preparation of such standards. Such standards shall be published in such form as the Commission may determine.

"(b) The Commission shall keep such standards up to date. From time to time, after consultation with the departments to the extent deemed necessary by the Commission, it may revise, supplement, or abolish existing standards, or prepare new standards, so that, as nearly as may be practicable, positions existing at any given time within the service will be covered by current published standards.

"(c) The official class titles so established shall be used for personnel, budget, and fiscal purposes, but this requirement shall not prevent the use of organizational or other titles for internal administration, public convenience, law enforcement, or similar purposes.

"TITLE V—AUTHORITY AND PROCEDURE

"Sec. 501. (a) Notwithstanding section 502, the Commission shall have authority, which may be exercised at any time in its discretion, to—

"(1) ascertain currently the facts as to the duties, responsibilities, and qualification requirements of any position;

"(2) place in an appropriate class and grade any newly created position or any position coming initially under this Act;

"(3) decide whether any position is in its appropriate class and grade; and

"(4) change any position from one class or grade to another class or grade whenever the facts warrant.

The Commission shall certify to the department concerned action taken by the Commission under paragraph (2) or (4). The department shall take action in accordance with such certificate, and such certificate shall be binding on all administrative, certifying, pay roll, disbursing, and accounting officers of the Government.

"(b) Any employee or employees (including any officer or officers) affected or any department may request at any time that the Commission exercise the authority granted to it under subsection (a) and the Commission shall act upon such request.

"Sec. 502. (a) Except as otherwise provided in this title, each department shall place each position under its jurisdiction and to which this Act applies in its appropriate class and grade in conformance with standards published by the Commission or, if no published standards directly apply, consistently with published standards. A department may, whenever the facts warrant, change any position which it has placed in a class or grade under this subsection from such class or grade to another class or grade. Such actions of the departments shall be the basis for the payment of compensation and for personnel transactions until changed by certificate of the Commission.

"(b) The Commission shall, from time to time, review such number of positions in each department as will enable the Commission to determine whether such department is placing positions in classes and grades in conformance with or consistently with published standards.

"Sec. 503. Whenever the Commission finds under section 502 (b) that a position to which this Act applies is not placed in its proper class and grade in conformance with published standards or that positions for which no standards have been published are not placed in classes and grades consistently with published standards, it shall, after consultation with appropriate officers or employees of the department concerned, place each such position in its appropriate class and grade and shall certify such action to the department. The department shall take action in accordance with such certificate, and such certificate shall be binding on all administrative, certifying, pay roll, disbursing, and accounting officers of the Government.

"Sec. 504. (a) Whenever the Commission finds that any department is not placing positions in classes and grades in conformance with or consistently with published standards, it may revoke or suspend in whole or in part the authority granted to the department under section 502 and require that prior approval of the Commission be secured before an action placing a position in a class and grade becomes effective for pay roll and other personnel purposes. Such revocations or suspensions may be limited, in the discretion of the Commission, to (1) the departmental or field service, or any part thereof; (2) any geographic area; (3) any organization unit or group of organization units; (4) certain types of classification actions; (5) classes in particular occupational groups or grades; or (6) classes for which standards have not been published.

"(b) After all or part of the authority of the department has been revoked or suspended, the Commission may at any time restore such authority to the extent that it is satisfied that subsequent actions placing positions in classes and grades will be taken in conformance with or consistently with published standards.

"Sec. 505. (a) No position shall be placed in Grade 16 or 17 of the General Schedule

except by action of, or after prior approval by, the Commission. At any one time there shall not be more than three hundred positions in Grade 16 of the General Schedule and not more than seventy-five positions in Grade 17 of the General Schedule.

"(b) No position shall be placed in or removed from Grade 18 of the General Schedule except by the President upon recommendation of the Commission. There shall not be more than twenty-five positions in such grade at any one time.

"Sec. 506. The Commission may (1) prescribe the form in which each department shall record the duties and responsibilities of positions to which this Act applies and the places where such records shall be maintained, (2) examine these or any other pertinent records of the department, and (3) interview any officers or employees of the department who have knowledge of the duties and responsibilities of such positions and information as to the reasons for placing a position in any class or grade.

"TITLE VI—BASIC COMPENSATION SCHEDULES

"Sec. 601. There are hereby established the following basic compensation schedules for positions to which this Act applies:

"(1) A 'General Schedule', the symbol for which shall be 'GS', in lieu of the professional and scientific service, the clerical, administrative, and fiscal service, and the subprofessional service specified in section 13 of the Classification Act of 1923, as amended; and

"(2) A 'Crafts, Protective, and Custodial Schedule', the symbol for which shall be 'CPC', in lieu of the crafts, protective, and custodial service specified in such section.

"Sec. 602. (a) The General Schedule shall be divided into eighteen grades of difficulty and responsibility of work, as follows:

"General schedule"

"Grade GS-1 includes all classes of positions the duties of which are to perform, under immediate supervision, with little or no latitude for the exercise of independent judgment, (1) the simplest routine work in office, business, or fiscal operations, or (2) elementary work of a subordinate technical character in a professional, scientific, or technical field.

"Grade GS-2 includes all classes of positions the duties of which are (1) to perform, under immediate supervision, with limited latitude for the exercise of independent judgment, routine work in office, business, or fiscal operations, or comparable subordinate technical work of limited scope in a professional, scientific, or technical field, requiring some training or experience; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-3 includes all classes of positions the duties of which are (1) to perform, under immediate or general supervision, somewhat difficult and responsible work in office, business, or fiscal operations, or comparable subordinate technical work of limited scope in a professional, scientific, or technical field, requiring in either case (A) some training or experience, (B) working knowledge of a special subject matter, or (C) to some extent the exercise of independent judgment in accordance with well-established policies, procedures, and techniques; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-4 includes all classes of positions the duties of which are (1) to perform, under immediate or general supervision, moderately difficult and responsible work in office, business, or fiscal operations, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) a moderate amount of training and minor supervisory or other experience, (B) good working knowledge of a

special subject matter or a limited field of office, laboratory, engineering, scientific, or other procedure and practice, and (C) the exercise of independent judgment in accordance with well-established policies, procedures, and techniques; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-5 includes all classes of positions the duties of which are (1) to perform under general supervision, difficult and responsible work in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable training and supervisory or other experience, (B) broad working knowledge of a special subject matter or of office, laboratory, engineering, scientific, or other procedure and practice, and (C) the exercise of independent judgment in a limited field; (2) to perform, under immediate supervision, and with little opportunity for the exercise of independent judgment, simple and elementary work requiring professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing but requiring little or no experience; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-6 includes all classes of positions the duties of which are (1) to perform, under general supervision, difficult and responsible work in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable training and supervisory or other experience, (B) broad working knowledge of a special and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science involved, and (C) to a considerable extent the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-7 includes all classes of positions the duties of which are (1) to perform, under general supervision, work of considerable difficulty and responsibility along special technical or supervisory lines in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable specialized or supervisory training and experience, (B) comprehensive working knowledge of a special and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science, involved, and (C) to a considerable extent the exercise of independent judgment; (2) under immediate or general supervision, to perform somewhat difficult work requiring (A) professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing, (B) previous experience, and (C) to a limited extent, the exercise of independent technical judgment; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-8 includes all classes of positions the duties of which are (1) to perform, under general supervision, very difficult and responsible work along special technical or supervisory lines in office, business, or fiscal administration, requiring (A) considerable specialized or supervisory training and experience, (B) comprehensive and thorough working knowledge of a specialized and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science involved, and (C) to a considerable extent the exercise of independent judgment; or (2) to perform other work of equal

importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-9 includes all classes of positions the duties of which are (1) to perform, under general supervision, very difficult and responsible work along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) somewhat extended specialized training and considerable specialized, supervisory, or administrative experience which has demonstrated capacity for sound independent work, (B) thorough and fundamental knowledge of a special and complex subject matter, or of the profession, art, or science involved, and (C) considerable latitude for the exercise of independent judgment; (2) with considerable latitude for the exercise of independent judgment, to perform moderately difficult and responsible work, requiring (A) professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing, and (B) considerable additional professional, scientific, or technical training or experience which has demonstrated capacity for sound independent work; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-10 includes all classes of positions the duties of which are (1) to perform, under general supervision, highly difficult and responsible work along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) somewhat extended specialized, supervisory, or administrative training and experience which has demonstrated capacity for sound independent work, (B) thorough and fundamental knowledge of a specialized and complex subject matter, or of the profession, art, or science involved, and (C) considerable latitude for the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-11 includes all classes of positions the duties of which are (1) to perform, under general administrative supervision and with wide latitude for the exercise of independent judgment, work of marked difficulty and responsibility along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) extended specialized, supervisory, or administrative training and experience which has demonstrated important attainments and marked capacity for sound independent action or decision, and (B) intimate grasp of a specialized and complex subject matter, or of the profession, art, or science involved, or of administrative work of marked difficulty; (2) with wide latitude for the exercise of independent judgment, to perform responsible work of considerable difficulty requiring somewhat extended professional, scientific, or technical training and experience which has demonstrated important attainments and marked capacity for independent work; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-12 includes all classes of positions the duties of which are (1) to perform, under general administrative supervision, with wide latitude for the exercise of independent judgment, work of a very high order of difficulty and responsibility along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) extended specialized, supervisory, or administrative training and experience which has demonstrated leadership and attainments of a high order in specialized or administrative work, and (B) intimate grasp of a specialized and complex subject matter or of the profession, art, or science involved; (2) under general administrative supervision, and with wide latitude

for the exercise of independent judgment, to perform professional, scientific, or technical work of marked difficulty and responsibility requiring extended professional, scientific, or technical training and experience which has demonstrated leadership and attainments of a high order in professional, scientific, or technical research, practice, or administration; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-13 includes all classes of positions the duties of which are (1) to perform, under administrative direction, with wide latitude for the exercise of independent judgment, work of unusual difficulty and responsibility along special technical, supervisory, or administrative lines, requiring extended specialized, supervisory, or administrative training and experience which has demonstrated leadership and marked attainments in professional, scientific, or technical research, practice, or administration; or (4) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-14 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with wide latitude for the exercise of independent judgment, work of exceptional difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and unusual attainments; (2) to serve as head of a major organization within a bureau involving work of comparable level; (3) to plan and direct or to plan and execute major professional, scientific, technical, administrative, fiscal, or other specialized programs, requiring extended training and experience which has demonstrated leadership and unusual attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-15 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with very wide latitude for the exercise of independent judgment, work of outstanding difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and exceptional attainments; (2) to serve as head of a major organization within a bureau involving work of comparable level; (3) to plan and direct or to plan and execute specialized programs of marked difficulty, responsibility, and national significance, along professional, scientific, technical, administrative, fiscal, or other lines, requiring extended training and experience which has demonstrated leadership and unusual attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-16 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with

unusual latitude for the exercise of independent judgment, work of outstanding difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and exceptional attainments; (2) to serve as the head of a major organization involving work of comparable level; (3) to plan and direct or to plan and execute professional, scientific, technical, administrative, fiscal, or other specialized programs of unusual difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated leadership and exceptional attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-17 includes all classes of positions the duties of which are (1) to serve as the head of a bureau where the position, considering the kind and extent of the authorities and responsibilities vested in it, and the scope, complexity, and degree of difficulty of the activities carried on, is of a high order among the whole group of positions of heads of bureaus; (2) to plan and direct or to plan and execute professional, scientific, technical, administrative, fiscal, or other specialized programs of exceptional difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated exceptional leadership and attainments in professional scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (3) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"Grade GS-18 includes all classes of positions the duties of which are (1) to serve as the head of a bureau where the position, considering the kind and extent of the authorities and responsibilities vested in it, and the scope, complexity, and degree of difficulty of the activities carried on, is exceptional and outstanding among the whole group of positions of heads of bureaus; (2) to plan and direct or to plan and execute frontier or unprecedented professional, scientific, technical, administrative, fiscal, or other specialized programs of outstanding difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated outstanding leadership and attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (3) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

"(b) The Crafts, Protective, and Custodial Schedule shall be divided into ten grades of difficulty and responsibility of work, as follows.

"Crafts, protective, and custodial schedule

"Grade CPC-1 includes all classes of positions the duties of which are to run errands, to check parcels, or to perform other light manual tasks with little or no responsibility.

"Grade CPC-2 includes all classes of positions the duties of which are to handle desks, mail sacks, and other heavy objects, and to perform similar work ordinarily required of unskilled laborers; to pass coal; to clean office rooms; to perform regular messenger work with little responsibility; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

"Grade CPC-3 includes all classes of positions the duties of which are to perform, under immediate supervision, custodial, or office labor work with some degree of responsibility; to operate paper-cutting, canceling, envelope-opening, or envelope-sealing machines; to fire and keep up steam in low-pressure boilers used for heating purposes, and to clean boilers and oil machinery and related apparatus; to operate passenger automobiles or light-duty trucks; to pack goods for shipment; to work as leader of a group of charwomen; to perform messenger work and do light manual or office-labor tasks with some responsibility; to carry important documents from one office to another, or attend the door and private office of a public officer; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

"Grade CPC-4 includes all classes of positions the duties of which are to perform, under general supervision, custodial work of a responsible character; to guard office or storage buildings; to supervise and direct a force of unskilled laborers; to fire and to keep up steam in high-pressure boilers and to operate other equipment used in connection with such boilers; to perform general, semi-mechanical, new, or repair work requiring some skill with hand tools; to work as craft or trade helper; to operate heavy-duty trucks, semitrailers, or tractor trailers; to operate a passenger automobile for a department head or officer of comparable rank; to attend the door of a private office of a department head or officer of comparable rank; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

"Grade CPC-5 includes all classes of positions the duties of which are to guard property of great value while in transit; to supervise the operation and maintenance of a low-capacity heating plant and its auxiliary equipment; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

"Grade CPC-6 includes all classes of positions the duties of which are to have immediate direction of a detachment of building guards, to perform the work of a skilled mechanic; to repair office appliances; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

"Grade CPC-7 includes all classes of positions the duties of which are to assist in the general supervision of a force of building guards; to work as leader of a group of skilled mechanics; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

"Grade CPC-8 includes all classes of positions the duties of which are to have general supervision over a force of building guards; to supervise the operation of a mechanical shop; to direct skilled mechanics and other employees engaged in the operation and maintenance of equipment providing heating, ventilating, air conditioning, power, and sanitation in one or more public buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

"Grade CPC-9 includes all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, guards, elevator operators, laborers, janitors, and other employees engaged in the custody, maintenance, and protection of a public building; or to assist in the direction of such employees when engaged in similar duties in a group of buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

"Grade CPC-10 includes all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, guards, elevator operators, laborers, janitors, and other employees engaged in the custody,

maintenance, and protection of a group of public buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

"Sec. 603. (a) Except as provided in subsection (c) (2), the rates of basic compensation with respect to officers, employees, and positions to which this Act applies shall be in accordance with the schedules of per annum rates contained in subsections (b) and (c) (1).

"(b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates							
GS-1	\$2,200	\$2,280	\$2,360	\$2,440	\$2,520	\$2,600	\$2,680	
GS-2	\$2,450	\$2,530	\$2,610	\$2,690	\$2,770	\$2,850	\$2,930	
GS-3	\$2,650	\$2,730	\$2,810	\$2,890	\$2,970	\$3,050	\$3,130	
GS-4	\$2,875	\$2,955	\$3,035	\$3,115	\$3,195	\$3,275	\$3,355	
GS-5	\$3,100	\$3,225	\$3,350	\$3,475	\$3,600	\$3,725	\$3,850	
GS-6	\$3,450	\$3,575	\$3,700	\$3,825	\$3,950	\$4,075	\$4,200	
GS-7	\$3,825	\$3,950	\$4,075	\$4,200	\$4,325	\$4,450	\$4,575	
GS-8	\$4,200	\$4,325	\$4,450	\$4,575	\$4,700	\$4,825	\$4,950	
GS-9	\$4,600	\$4,725	\$4,850	\$4,975	\$5,100	\$5,225	\$5,350	
GS-10	\$5,000	\$5,125	\$5,250	\$5,375	\$5,500	\$5,625	\$5,750	
GS-11	\$5,400	\$5,600	\$5,800	\$6,000	\$6,200	\$6,400		
GS-12	\$6,400	\$6,600	\$6,800	\$7,000	\$7,200	\$7,400		
GS-13	\$7,600	\$7,800	\$8,000	\$8,200	\$8,400	\$8,600		
GS-14	\$8,800	\$9,000	\$9,200	\$9,400	\$9,600	\$9,800		
GS-15	\$10,000	\$10,250	\$10,500	\$10,750	\$11,000			
GS-16	\$11,200	\$11,400	\$11,600	\$11,800	\$12,000			
GS-17	\$12,200	\$12,400	\$12,600	\$12,800	\$13,000			
GS-18	\$14,000							

"(c) (1) The compensation schedule for the Crafts, Protective, and Custodial Schedule shall be as follows:"

Grade	Per annum rates							
CPC-1	\$1,510	\$1,570	\$1,630	\$1,690	\$1,750	\$1,810	\$1,870	
CPC-2	\$2,120	\$2,190	\$2,260	\$2,330	\$2,400	\$2,470	\$2,540	
CPC-3	\$2,252	\$2,332	\$2,412	\$2,492	\$2,572	\$2,652	\$2,732	
CPC-4	\$2,450	\$2,530	\$2,610	\$2,690	\$2,770	\$2,850	\$2,930	
CPC-5	\$2,674	\$2,754	\$2,834	\$2,914	\$2,994	\$3,074	\$3,154	
CPC-6	\$2,900	\$2,980	\$3,060	\$3,140	\$3,220	\$3,300	\$3,380	
CPC-7	\$3,125	\$3,225	\$3,325	\$3,425	\$3,525	\$3,625	\$3,725	
CPC-8	\$3,400	\$3,525	\$3,650	\$3,775	\$3,900	\$4,025	\$4,150	
CPC-9	\$3,775	\$3,900	\$4,025	\$4,150	\$4,275	\$4,400	\$4,525	
CPC-10	\$4,150	\$4,275	\$4,400	\$4,525	\$4,650	\$4,775	\$4,900	

"(2) Charwomen working part time shall be paid at the rate of \$2,400 per annum, and head charwomen working part time at the rate of \$2,540 per annum.

"(d) Whenever payment is made on the basis of a daily, hourly, weekly, biweekly, or monthly rate, such rate shall be computed from the appropriate annual rate specified in subsection (b) or (c) by the method prescribed in section 604 (d) of the Federal Employees Pay Act of 1945.

"Sec. 604. (a) For the purpose of making initial adjustments to the classification grades provided in this Act, positions which are required to be compensated in accordance with this Act and which were immediately prior to the effective date of this title in the professional and scientific service, the subprofessional service, the clerical, administrative, and fiscal service, or the crafts, protective, and custodial service of the Classification Act of 1923, as amended, are hereby allocated to corresponding grades of the General Schedule or the Crafts, Protective, and Custodial Schedule as set forth below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Sub-professional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General schedule	Crafts, protective, and custodial schedule
	1			GS-1	
	2	1		GS-1	
	3	2		GS-2	
	4	3		GS-3	
	5	4		GS-4	
1	6	5		GS-5	
	7	6		GS-6	

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Sub-professional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General schedule	Crafts, protective, and custodial schedule
2	8	7		GS-7	
3		8		GS-8	
		9		GS-9	
4		10		GS-10	
5		11		GS-11	
6		12		GS-12	
7		13		GS-13	
8		14		GS-14	
		15		GS-15	
			1	CPC-1	
			2	CPC-2	
			3	CPC-3	
			4	CPC-4	
			5	CPC-5	
			6	CPC-6	
			7	CPC-7	
			8	CPC-8	
			9	CPC-9	
			10	CPC-10	

"(b) The rates of basic compensation of officers and employees to whom this Act applies shall be initially adjusted as follows:

"(1) In all cases where the number of pay rates within a grade specified in this Act is the same as in the corresponding grade of the Classification Act of 1923, as amended, employees shall have the same relative pay rate of the new grade, except as provided in paragraphs (2), (3), and (11) of this subsection.

"(2) Employees in grade 1 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and seventh rate shall have the first, first, second, third, fourth, fifth, and sixth rate, respectively, of grade 1 of the General Schedule.

"(3) Employees in grade 2 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and seventh rate shall have the second, third, fourth, fifth, sixth, seventh, and seventh rate, respectively, of grade 1 of the General Schedule.

"(4) Employees in grade 1 of the crafts, protective, and custodial service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, third, fourth, sixth, and seventh rate, respectively, of grade 1 of the Crafts, Protective, and Custodial Schedule.

"(5) Employees in grades 2 and 3 of the crafts, protective, and custodial service immediately prior to the effective date of this title, shall have the same relative pay rate of the first six rates of grades 2 and 3, respectively, of the Crafts, Protective, and Custodial Schedule.

"(6) Employees in grade 4 of the professional and scientific service and grade 11 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and sixth rate, respectively, of grade 11 of the General Schedule.

"(7) Employees in grade 5 of the professional and scientific service and grade 12 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 12 of the General Schedule.

"(8) Employees in grade 6 of the professional and scientific service and grade 13 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 13 of the General Schedule.

"(9) Employees in grade 7 of the professional and scientific service and grade 14 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fifth, and sixth rate, respectively, of grade 14 of the General Schedule.

"(10) Employees in grade 8 of the professional and scientific service and grade 15 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first and second rate of the grade shall have the third rate of grade 15 of the General Schedule.

"(11) Employees receiving a rate of basic compensation, authorized by law, immediately prior to the effective date of this title, in excess of the appropriate new rate of the grade as determined under paragraphs (1) to (10), inclusive, may continue to receive such rate so long as they remain in the same position and grade, but when any such position becomes vacant, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act.

"Sec. 605. Any increase in rate of basic compensation by reason of the enactment of this title shall not be regarded as an 'equivalent increase' in compensation within the meaning of section 701.

"TITLE VII—STEP-INCREASES

"Sec. 701. (a) Each officer or employee compensated on a per annum basis, and occupying a permanent position within the scope of the compensation schedules fixed by this Act, who has not attained the maximum scheduled rate of compensation for the grade in which his position is placed, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of (1) each fifty-two calendar weeks of service if his position is in a grade in which the step-increases are less than \$200, or (2) each seventy-eight calendar weeks of service if his position is in a grade in which the step-increases are \$200 or more subject to the following conditions:

"(A) That no equivalent increase in compensation from any cause was received during such period, except increase made pursuant to section 702 or 1002;

"(B) That his current efficiency rating is 'good' or better than 'good';

"(C) That the service and conduct of such officer or employee are certified as being otherwise satisfactory by the department; and

"(D) That the benefit of successive step-increases shall be preserved, under regulations issued by the Commission, for officers and employees whose continuous service is interrupted in the public interest by service with the armed forces or by service in essential non-Government civilian employment during a period of war or national emergency.

"(b) The term 'good' as used in this title shall have the same meaning as when used in the systems of efficiency rating established pursuant to title IX of this Act.

"Sec. 702. (a) Within the limit of available appropriations and in accordance with standards promulgated by the Commission, each department is authorized, subject to prior approval by the Commission (except as provided in subsection (b)), to make additional step-increases as a reward for superior accomplishment, but no officer or employee shall be eligible for more than one such additional step-increase within each of the time periods specified in section 701 (a).

"(b) The Commission is authorized to delegate to any department the authority to make the additional step-increases provided for in this section, without prior approval in individual cases by the Commission. The Commission may withdraw or suspend such authority whenever review of such actions by the Commission indicates

that standards promulgated by the Commission have not been observed, and may restore such authority whenever it is satisfied that subsequent actions will be taken in conformance with such standards.

"(c) Each department shall report to the Commission all actions taken under this section, together with the reasons therefor. The Commission shall submit an annual report to Congress covering the numbers and types of actions taken under this section.

"SEC. 703. (a) Subject to subsection (b), and as a reward for long and faithful service, each department shall grant an additional step-increase (to be known as a longevity step-increase) beyond the maximum scheduled rate of the grade in which his position is placed, to each officer or employee for each three years of continuous service completed by him at such maximum rate or at a rate in excess thereof authorized by this section without change of grade or rate of basic compensation except such change as may be prescribed by any provision of law of general application.

"(b) (1) No officer or employee shall be entitled to a longevity step-increase while holding a position in any grade above grade 10 of the General Schedule.

"(2) No officer or employee shall receive a longevity step-increase unless his current efficiency rating is 'good' or better than 'good,' and his service and conduct are certified as being otherwise satisfactory by the department.

"(3) No officer or employee shall receive more than one longevity step-increase for any three years of continuous service.

"(4) Each longevity step-increase shall be equal to one step-increase of the grade in which the position of the officer or employee is placed.

"(5) Not more than three successive longevity step-increases may be granted to any officer or employee.

"(6) The officer or employee shall have had, in the aggregate, not less than ten years of service in the position which he then occupies, or in positions of equivalent or higher class or grade.

"(c) When an officer or employee, receiving basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 604 (b) (11), section 1105 (b), or any other provision of law, is eligible for his first longevity step-increase beyond the maximum rate of such grade he shall—

"(1) receive total basic compensation which is equal to the basic compensation at the maximum scheduled rate for his grade plus such first longevity step-increase, or

"(2) continue to receive compensation at such rate in excess of the maximum scheduled rate for his grade, if the compensation at such rate is higher than the total basic compensation specified in paragraph (1).

"In case any such officer or employee receiving compensation under paragraph (2) is eligible for a subsequent successive longevity step-increase, he shall—

"(A) receive the same total basic compensation which he would be entitled to receive after such subsequent longevity step-increase, if his total basic compensation had, at the time he was eligible for his first longevity step-increase, been determined under paragraph (1), or

"(B) continue to receive compensation under paragraph (2) if such compensation is higher than the total basic compensation specified in paragraph (A).

"SEC. 704. In computing length of service for the purposes of this title, service immediately preceding the effective date of this title shall be counted toward (1) one step-increase under section 701 and one additional step-increase under section 702, or (2) longevity step-increases under section 703, as the case may be.

"SEC. 705. This title shall not apply to the compensation of persons appointed by the President by and with the advice and consent of the Senate.

"TITLE VIII—GENERAL COMPENSATION RULES

"SEC. 801. All new appointments shall be made at the minimum rate of the appropriate grade.

"SEC. 802. (a) The rate of basic compensation to be received by any officer or employee to whom this Act applies shall be governed by regulations issued by the Commission in conformity with this Act when—

"(1) he is transferred from a position to which this Act does not apply;

"(2) he is transferred from any position to which this Act applies to another such position;

"(3) he is demoted to a position in a lower grade;

"(4) he is reinstated, reappointed, or reemployed;

"(5) his type of appointment is changed;

"(6) his employment status is otherwise changed; or

"(7) his position is changed from one grade to another grade.

"(b) Any officer or employee who is promoted or transferred to a position in a higher grade shall receive basic compensation at the lowest rate of such higher grade which exceeds his existing rate of basic compensation by not less than one step-increase of the grade from which he is promoted or transferred. If, in the case of any officer or employee so promoted or transferred who is receiving (1) one or more longevity step-increases under section 703, or (2) basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 604 (b) (11), section 1105 (b), or any other provision of law, there is no rate in such higher grade which is at least one step-increase above his existing rate of basic compensation, he shall receive (A) the maximum scheduled rate of such higher grade, or (B) his existing rate of basic compensation, if such existing rate is the higher.

"SEC. 803. The Commission shall make a study of the problem of additional compensation for hazardous employments and submit a report to Congress not later than one year from the date of enactment of this Act, setting forth its findings and such recommendations as it may deem advisable for a future policy and plan with respect to additional compensation for hazardous employments.

"TITLE IX—EFFICIENCY RATINGS

"SEC. 901. (a) The Commission shall establish and may revise uniform systems of efficiency rating for the appraisal of the service of officers and employees in positions in the classes and grades provided by this Act. Such systems shall set forth degrees of efficiency which shall constitute ground for (1) the recognition of outstanding performance, (2) the granting of increases in the rate of compensation, (3) continuance at the existing rate of compensation, (4) decrease in the rate of compensation of officers and employees who at the time are above the middle rate for the grade in which their positions are placed, and (5) removal from the position or dismissal from the service.

"(b) Each department shall rate in accordance with such systems the efficiency of each officer or employee under its jurisdiction. Ratings shall be open to inspection by representatives of the Commission and by officers and employees of the department in accordance with regulations issued by the Commission. Each officer or employee shall have the right to inspect the detailed report of his own rating.

"(c) Reductions in compensation, removals from positions, or dismissals from the service

shall be made by the departments whenever the efficiency ratings warrant.

"SEC. 902. (a) There shall be established in each department one or more boards of review each of which shall be composed of three members. One member, who shall serve as chairman, shall be designated by the Commission; one member shall be designated by the department concerned; and one member shall be designated by the officers and employees of the department concerned in such manner as may be determined by the Commission.

"(b) Alternate members shall be designated in the same manner as their respective principal members. The boards of review shall meet at the call of their respective chairmen for the purpose of considering and passing upon the merits of such efficiency ratings assigned to officers and employees as may be submitted to such boards of review as hereinafter provided.

"(c) Any officer or employee shall, upon written request to the chairman of the appropriate board of review of his department, be entitled as a matter of right to a hearing and a review by such board of review of his efficiency rating. At the hearing the officer or employee, and such representative as he may designate, and such representatives of the department as may be designated by the department, shall be afforded an opportunity (1) to submit orally or in writing any information deemed by the board of review to be pertinent to the case, and (2) to hear or examine, and reply to, any such information submitted to such board by other parties. After any such hearing the board may make such adjustment in any such efficiency rating as it may find to be proper.

"SEC. 903. The Commission shall make a study of efficiency rating systems in the Federal service and submit a report to Congress on or before February 1, 1950, setting forth its findings as to the operation and administration of such systems and such recommendations (including specific recommendations for legislation) as it may deem advisable.

"TITLE X—MANAGEMENT IMPROVEMENT PLAN AND AWARDS

"SEC. 1001. (a) In accordance with regulations issued and administered by the Director of the Bureau of the Budget, each department shall make systematic reviews of the operations of each of its activities, functions, or organization units, on a continuing basis.

"(b) The purposes of such reviews shall include, among other things, (1) determining the degree of efficiency and economy in the operation of the department's activities, functions, or organization units, (2) identifying the units that are outstanding in those respects, and (3) identifying the supervisors and employees whose personal efforts have caused their units to be outstanding in efficiency and economy of operations.

"SEC. 1002. (a) In each department there shall be established an Efficiency Awards Committee, the membership of which shall be designated by the head of the department.

"(b) It shall be the duty of the Efficiency Awards Committee (1) to identify those supervisors and employees within the department whose superior accomplishments have contributed to outstanding efficiency and economy in administration, and (2) to award to such supervisors and employees, subject to the approval of the head of the department and to the limitations of subsection (c), cash awards or increases in rates of basic compensation which, in the judgment of the Committee, are commensurate with their demonstrated superior accomplishments: *Provided, however,* That the total amount of such awards or increases to any group of supervisors and employees shall not exceed

25 per centum of the estimated saving to the Government due to their superior accomplishments.

"(c) Any such cash award or any such increase in rate of basic compensation shall not exceed an amount equal to three times the step-increase of the applicable grade. Any such increase in rate of basic compensation shall be at one, two, or three times the step-increase of the applicable grade and shall be in lieu of any additional compensation as a reward for superior accomplishment under section 702.

"(d) An award under this title shall be given due weight in qualifying and selecting employees for promotion to positions in higher grades.

"SEC. 1003. The Bureau of the Budget shall maintain control of the program set forth in this title and shall annually report the results of such program to Congress, with such recommendations as it may deem advisable.

"TITLE XI—GENERAL PROVISIONS

"SEC. 1101. The Commission is hereby authorized to issue such regulations as may be necessary for the administration of this Act.

"SEC. 1102. The Commission shall prepare and submit to the President an annual report with respect to the rates of compensation under, and the administration of, this Act. The President shall submit an annual report to Congress which shall contain, among other matters, such recommendations, based upon the report of the Commission, as he may deem advisable.

"SEC. 1103. In the administration of this Act, there shall be no discrimination with respect to any person, or with respect to the position held by any person, on account of sex, marital status, race, creed, or color.

"SEC. 1104. Nothing in this Act shall be construed to affect the application to officers and employees to whom this Act applies of the veteran-preference provisions in the Civil Service Act, as amended, and the Veterans' Preference Act of 1944, as amended.

"SEC. 1105. (a) Except as provided in subsection (b)—

"(1) titles VI, VII, VIII, and XII shall take effect on the first day of the first pay period which begins after the date of enactment of this Act;

"(2) all other provisions of this Act shall take effect upon enactment.

"(b) With respect to any position which, immediately prior to the date of enactment of this Act, is not subject to the Classification Act of 1923, as amended (including positions in grade 9 of the professional and scientific service or in grade 16 of the clerical, administrative, and fiscal service referred to in section 13 of such Act), but to which this Act applies, this Act shall take effect on a date specified by the Commission, but not later than the first day of the first pay period which begins after six months following the date of enactment of this Act. An officer or employee occupying any such position on such effective date, and receiving basic compensation at a rate in excess of the appropriate rate of the grade in which such position is placed, shall continue to receive basic compensation without change in rate until (1) he leaves such position, or (2) he is entitled to receive basic compensation at a higher rate by reason of the operation of title V or VII. When such position is vacated by such officer or employee, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act.

"(c) Employees of the Bureau of Engraving and Printing to whom section 202 (7)

applies shall continue to receive compensation at the rates prescribed for the Clerical-Mechanical Service by the Classification Act of 1923, as amended, until their compensation shall have been fixed in accordance with the provisions of such section.

"SEC. 1106. (a) Whenever reference is made in any other law to the Classification Act of 1923, as amended, such reference shall be held and considered to mean this Act. Whenever reference is made in any other law to a grade of the Classification Act of 1923, as amended, such reference shall be held and considered to mean the corresponding grade shown in section 604 of this Act.

"(b) The application of this Act to any position, officer, or employee shall not be affected by reason of the enactment of subsection (a).

"SEC. 1107. There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this Act.

"TITLE XII—MISCELLANEOUS PROVISIONS

"SEC. 1201. Section 66 of the Farm Credit Act of 1933 (48 Stat. 269) is hereby amended to read as follows:

"SEC. 66. No director, officer, or employee of the Central Bank for Cooperatives, or of any Production Credit Corporation, Production Credit Association, or Bank for Cooperatives shall be paid compensation at a rate in excess of \$13,000 per annum."

"SEC. 1202. The following laws and parts of laws are hereby repealed:

"(1) The Classification Act of 1923, as amended;

"(2) Public Resolution Numbered 36, Sixty-eighth Congress, approved June 7, 1924 (43 Stat. 669);

"(3) Public, Numbered 555, Seventieth Congress, approved May 28, 1928 (45 Stat. 776), as amended;

"(4) Public, Numbered 523, Seventy-first Congress, approved July 3, 1930 (46 Stat. 1003), as amended;

"(5) Sections 505, 506, 507, 508, and 509 of the Economy Act, approved June 30, 1932 (47 Stat. 416);

"(6) Sections 3, 4, 5, 6, and 7 of Public, Numbered 880, Seventy-sixth Congress, approved November 26, 1940 (54 Stat. 1212), as amended;

"(7) Public Law 200 (except section 6 thereof), Seventy-seventh Congress, approved August 1, 1941 (55 Stat. 613);

"(8) Public Law 694, Seventy-seventh Congress, approved August 1, 1942 (56 Stat. 733);

"(9) Title IV of the Federal Employees Pay Act of 1945, approved June 30, 1945 (59 Stat. 298); and

"(10) Sections 2 and 12 of the Federal Employees Pay Act of 1946, approved May 24, 1946 (60 Stat. 216, 219).

"SEC. 1203. Section 604 (d) of the Federal Employees Pay Act of 1945, as amended, is amended to read as follows:

"(d) (1) Hereafter, for all pay computation purposes affecting officers or employees in or under the executive branch, the judicial branch, or the District of Columbia municipal government, basic per annum rates of compensation established by or pursuant to law shall be regarded as payment for employment during fifty-two basic administrative workweeks of forty hours.

"(2) Whenever for any such purpose it is necessary to convert a basic monthly or annual rate to a basic biweekly, weekly, daily, or hourly rate, the following rules shall govern:

"(A) A monthly rate shall be multiplied by twelve to derive an annual rate;

"(B) An annual rate shall be divided by fifty-two or twenty-six, as the case may be, to derive a weekly or biweekly rate;

"(C) A weekly or biweekly rate shall be divided by forty or eighty, as the case may be, to derive an hourly rate; and

"(D) A daily rate shall be derived by multiplying an hourly rate by the number of daily hours of service required.

"(3) All rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent."

"SEC. 1204. All laws or parts of laws inconsistent with this Act are hereby repealed to the extent of such inconsistency."

And the Senate agree to the same.

TOM MURRAY,
JAMES H. MORRISON,
GEORGE P. MILLER,
EDWARD H. REES,
ANTONI N. SADLAK,

Managers on the Part of the House.

CLIN D. JOHNSTON,
RUSSELL B. LONG,
FRANK P. GRAHAM,
ZALES N. ECTON,

Managers on the Part of the Senate.

STATEMENT

The managers on the part of the House at the conference on the disagreeing votes of the two Houses on the amendment of the Senate to the bill (H. R. 5931) to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes, submit the following statement in explanation of the effect of the action agreed upon by the conferees and recommended in the accompanying conference report:

The Senate amendment to the bill strikes out all of the House bill after the enacting clause. The committee of conference recommends that the House recede from its disagreement to the amendment of the Senate, with an amendment which is a substitute for both the House bill and the Senate amendment, and that the Senate agree to the same.

Except for the differences noted in the following statement, the conference substitute is substantially the same as the House bill.

The House bill provided that the short title be "Classification Revision Act of 1949". The short title in the Senate amendment is "Position-Classification and Pay Act of 1949". The short title proposed by the conference substitute is "Classification Act of 1949".

Section 202 (2) of the House bill exempted from the coverage of the bill positions in or under the Department of State which both are (A) connected with the representation of the United States to international organizations, and (B) specifically exempted by law from the Classification Act of 1923, or any other classification or compensation law. Section 202 (2) of the conference substitute is the same as the Senate amendment and exempts from the coverage of the bill positions in or under the Department of State which meet either of the conditions specified in the House bill.

With respect to the General Schedule, the table below shows existing grades and rates of compensation; the grades and rates of compensation prescribed in the House bill, the Senate amendment, and the conference substitute; and the differences between existing rates and the rates prescribed in the conference substitute. An examination of columns 2 and 4 of the table will disclose the differences between the House bill and the conference substitute with respect to the rates of the respective grades.

GENERAL SERVICE (GS) SCHEDULE

GRADE GS-1 (EXISTING GRADES SP-1, SP-2, AND CAF-1)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
\$2,020.....	\$2,186	\$2,200	\$2,200	\$180.00
\$2,086.....	2,186	2,200	2,200	114.00
\$2,152.....	2,266	2,280	2,280	128.00
\$2,218.....	2,346	2,360	2,360	142.00
\$2,284.....	2,426	2,440	2,440	156.00
\$2,350.....	2,506	2,520	2,520	170.00
\$2,423.04.....	2,586	2,600	2,600	176.96
\$2,498.28.....	2,666	2,680	2,680	181.72
\$2,573.52.....	2,666	2,680	2,680	106.48

GRADE GS-2 (EXISTING GRADES SP-3 AND CAF-2)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
\$2,284.....	\$2,384	\$2,450	\$2,450	\$166.00
\$2,350.....	2,464	2,530	2,530	180.00
\$2,423.04.....	2,544	2,610	2,610	186.96
\$2,498.28.....	2,624	2,690	2,690	191.72
\$2,573.52.....	2,704	2,770	2,770	196.48
\$2,648.76.....	2,784	2,850	2,850	201.24
\$2,724.....	2,864	2,930	2,930	206.00

GRADE GS-3 (EXISTING GRADES SP-4 AND CAF-3)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
\$2,498.28.....	\$2,600	\$2,700	\$2,650	\$151.72
\$2,573.52.....	2,680	2,780	2,730	156.48
\$2,648.76.....	2,760	2,860	2,810	161.24
\$2,724.....	2,840	2,940	2,890	166.00
\$2,799.24.....	2,920	3,020	2,970	170.76
\$2,874.48.....	3,000	3,100	3,050	175.52
\$2,949.72.....	3,080	3,180	3,130	180.28

GRADE GS-4 (EXISTING GRADES SP-5 AND CAF-4)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
\$2,724.....	\$2,824	\$3,000	\$2,875	\$151.00
\$2,799.24.....	2,904	3,080	2,955	155.76
\$2,874.48.....	2,984	3,160	3,035	160.52
\$2,949.72.....	3,064	3,240	3,115	165.28
\$3,024.96.....	3,144	3,320	3,195	170.04
\$3,100.20.....	3,224	3,400	3,275	174.80
\$3,175.44.....	3,304	3,480	3,355	179.56

GRADE GS-5 (EXISTING GRADES SP-8, CAF-5, AND P-1 IN HOUSE BILL AND CONFERENCE SUBSTITUTE; THE SENATE BILL INCLUDES THESE AND, IN ADDITION, SP-7 AND CAF-6)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
\$2,974.80.....	\$3,075	\$3,100	\$3,100	\$125.20
\$3,100.20.....	3,200	3,225	3,225	124.80
\$3,225.60.....	3,325	3,350	3,350	124.40
\$3,351.....	3,450	3,475	3,475	124.00
\$3,476.40.....	3,575	3,600	3,600	123.60
\$3,601.80.....	3,700	3,725	3,725	123.20
\$3,727.20.....	3,825	3,850	3,850	122.80
\$3,852.60.....		3,975		
\$3,978.....		4,100		
\$4,103.40.....		4,225		

¹ For present incumbents only—not a scheduled rate.

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-7; SENATE GRADE GS-6 (EXISTING GRADES SP-8, CAF-7, AND P-2; SENATE BILL ALSO INCLUDES CAF-8)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
\$3,727.20.....	\$3,827	\$3,850	\$3,825	\$97.80
\$3,852.60.....	3,952	3,975	3,950	97.40
\$3,978.....	4,077	4,100	4,075	97.00
\$4,103.40.....	4,202	4,225	4,200	96.60
\$4,228.80.....	4,327	4,350	4,325	96.20
\$4,354.20.....	4,452	4,475	4,450	95.80
\$4,479.60.....	4,577	4,600	4,575	95.40
\$4,605.....		4,725		
\$4,730.40.....		4,850		
\$4,855.80.....		4,975		

¹ For present incumbents only—not a scheduled rate.

GENERAL SERVICE (GS) SCHEDULE—Continued

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-8 (NO CORRESPONDING SEPARATE GRADE IN SENATE BILL; EXISTING GRADES SP-7 AND CAF-6 IN HOUSE BILL AND CONFERENCE SUBSTITUTE)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
\$3,351.....	\$3,451		\$3,450	\$99.00
\$3,476.40.....	3,576		3,575	98.60
\$3,601.80.....	3,701		3,700	98.20
\$3,727.20.....	3,826		3,825	97.80
\$3,852.60.....	3,951		3,950	97.40
\$3,978.....	4,076		4,075	97.00
\$4,103.40.....	4,201		4,200	96.60

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-8 (EXISTING GRADE CAF-8; NO CORRESPONDING SEPARATE GRADE IN SENATE BILL)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
\$4,103.40.....	\$4,200		\$4,200	\$96.60
\$4,228.80.....	4,325		4,325	96.20
\$4,354.20.....	4,450		4,450	95.80
\$4,479.60.....	4,575		4,575	95.40
\$4,605.....	4,700		4,700	95.00
\$4,730.40.....	4,825		4,825	94.60
\$4,855.80.....	4,950		4,950	94.20

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-9; SENATE GRADE GS-7 (EXISTING GRADES CAF-9 AND P-3; SENATE BILL ALSO INCLUDES CAF-10)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
\$4,470.60.....	\$4,600	\$4,600	\$4,600	\$120.40
\$4,605.....	4,725	4,725	4,725	120.00
\$4,730.40.....	4,850	4,850	4,850	119.60
\$4,855.80.....	4,975	4,975	4,975	119.20
\$4,981.20.....	5,100	5,100	5,100	118.80
\$5,106.60.....	5,225	5,225	5,225	118.40
\$5,232.....	5,350	5,350	5,350	118.00
\$5,357.40.....		5,475		
\$5,482.80.....		5,600		
\$5,608.20.....		5,725		

¹ For present incumbents only—not a scheduled rate.

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-10 (EXISTING GRADE CAF-10; NO CORRESPONDING SEPARATE GRADE IN SENATE BILL)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
\$4,855.80.....	\$5,000		\$5,000	\$144.20
\$4,981.20.....	5,125		5,125	143.80
\$5,106.60.....	5,250		5,250	143.40
\$5,232.....	5,375		5,375	143.00
\$5,357.40.....	5,500		5,500	142.60
\$5,482.80.....	5,625		5,625	142.20
\$5,608.20.....	5,750		5,750	141.80

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-11; SENATE GRADE GS-8 (EXISTING GRADES CAF-11 AND P-4)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
\$5,232.....	\$5,400	\$5,400	\$5,400	\$168.00
\$5,482.80.....	5,600	5,650	5,600	117.20
\$5,733.60.....	5,800	5,900	5,800	66.40
\$5,984.40.....	6,000	6,150	6,000	15.60
	6,200		6,200	
\$6,235.20.....	6,400	6,400	6,400	164.80

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-12; SENATE GRADE GS-9 (EXISTING GRADES CAF-12 AND P-5)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
\$6,235.20.....	\$6,400	\$6,400	\$6,400	\$164.80
\$6,474.60.....	6,600	6,650	6,600	125.40
\$6,714.....	6,800	6,900	6,800	86.00
\$6,953.40.....	7,000	7,150	7,000	46.60
\$7,192.80.....	7,200	7,400	7,200	7.20
	7,400		7,400	

GENERAL SERVICE (GS) SCHEDULE—Continued

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-13; SENATE GRADE GS-10 (EXISTING GRADES CAF-13 AND P-6)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
\$7,432.20.....	\$7,600	\$7,600	\$7,600	\$167.80
\$7,671.60.....	7,800	7,850	7,800	128.40
\$7,911.....	8,000	8,100	8,000	89.00
\$8,150.40.....	8,200	8,350	8,200	49.60
\$8,389.80.....	8,400	8,600	8,400	10.20
	8,600		8,600	

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-14; SENATE GRADE GS-11 (EXISTING GRADES CAF-14 AND P-7)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
\$8,509.50.....	\$8,800	\$8,800	\$8,800	\$290.50
\$8,808.75.....	9,000	9,050	9,000	191.50
\$9,108.....	9,200	9,300	9,200	92.00
	9,400		9,400	
\$9,407.25.....	9,600	9,550	9,600	192.75
\$9,706.50.....	9,800	9,800	9,800	93.50

HOUSE AND CONFERENCE SUBSTITUTE GRADE GS-15; SENATE GRADE GS-12 (EXISTING GRADES CAF-15 AND P-8)

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
	\$10,000	\$10,000	\$10,000	
	10,250		10,250	
\$10,305.....	10,500	10,500	10,500	\$195.00
\$10,330.....	10,500	11,000	10,500	170.00
	10,750		10,750	
	11,000		11,000	

The existing Classification Act does not contain any grades or rates comparable to the following:

Existing rates	House rates	Senate rates	Conference substitute rates	Conference substitute increases over existing rates
(1)	(2)	(3)	(4)	(5)
	House grade GS-16		Grade GS-16 ²	
	\$11,500		\$11,200	
	11,750		11,400	
	12,000		11,600	
	12,250		11,800	
	12,500		12,000	
	House grade GS-17	Senate grade GS-13	Grade GS-17 ²	
	\$13,000	\$11,500	\$12,200	
	13,250	12,000	12,400	
	13,500	12,500	12,600	
	13,750		12,800	
	14,000		13,000	
	House grade GS-18		Grade GS-18 ²	
	\$15,000		\$14,000	

² Section 505 of the conference substitute provides that at any one time there shall not be more than 300 positions in Grade GS-16, not more than 75 positions in Grade GS-17, and not more than 25 positions in Grade GS-18.

The crafts, protective, and custodial schedule is the same in the conference substitute as in the House bill.

Section 804 (a) and (b) of the Senate amendment authorized the Civil Service Commission to establish schedules of pay differentials for employments in which the employee is inherently exposed in the performance of assigned duties to unusual danger of loss of life, crippling injury, or disabling disease. Such pay differentials were to be added to the rates of basic compensation set forth in title VI of the Senate amendment, but no such pay differential was to exceed 50 percent of the rate of basic compensation otherwise applicable. Section 804 (c) authorized and directed the Commission to study the problem of additional compensation for hazardous employments and to report to Congress, not later than 1 year from the date of enactment of the bill, its findings and recommendations for formulating a future policy and plan for dealing with the problem. The House bill contains no such provisions.

Section 803 of the conference substitute omits the provisions of section 804 (a) and (b) of the Senate amendment relating to the establishment of pay differentials, but retains the provision in section 804 (c) of the Senate amendment authorizing and directing the Commission to study the problem of additional compensation for hazardous employments and to submit to Congress its findings and recommendations.

Title IX of the House bill continued existing efficiency rating provisions. Title IX of the Senate amendment would replace these with new provisions for performance rating plans, and eliminate existing provisions for efficiency rating boards of review. The conference substitute is the same as the House bill except that a new section (sec. 903) is added which requires the Civil Service Commission to make a study of efficiency rating systems in the Federal service and submit a report to Congress on or before February 1, 1950, setting forth its findings as to the operation and administration of such systems and such recommendations (including specific recommendations for legislation) as it may deem advisable.

Title X of the Senate amendment provides a specific program for increasing efficiency and promoting economy in the Federal service. An explanation of the title by sections follows:

Section 1001: Under regulations issued and administered by the Director of the Bureau of the Budget, each department is required to make systematic reviews, on a continuing basis, of each of its activities, functions, or organization units. Among other things, such reviews are to determine operational efficiency and economy of each activity or unit and identify the supervisors and employees whose personal efforts have caused their units to be outstanding in these respects.

Section 1002: This section sets up the machinery for rewarding such supervisors and employees. The head of the department appoints an efficiency awards committee, which identifies those supervisors and employees whose superior accomplishments have contributed to outstanding efficiency and economy in administration. Subject to the approval of the head of the department, the committee may reward such supervisors and employees either by cash awards or by increases in rates of basic compensation, commensurate with their demonstrated superior accomplishments.

On a group basis, the total of the awards shall not exceed 25 percent of the estimated savings to the Government due to their superior accomplishments.

On an individual basis, the award may not exceed three times the step increase of the supervisor's or employee's grade.

Any such award takes the place of any reward for superior accomplishment under section 702 of the bill.

Section 1013: This section requires the Bureau of the Budget to maintain control of the program set forth in title X, and to report the results annually to Congress, with such recommendations as it may deem advisable.

This title was not contained in the House bill. Title X of the conference substitute is the same as title X of the Senate amendment. Under section 205 of the conference substitute this title is made inapplicable to (1) the Administrative Office of the United States Courts, (2) the Library of Congress, (3) the Botanic Garden, (4) the Government Printing Office, (5) the Office of the Architect of the Capitol, and (6) the municipal government of the District of Columbia.

Section 1101 of the House bill amended the Federal Employees Pay Act of 1945, the Federal Employees Pay Act of 1946 and the Postal Rate Revision and Federal Employees Salary Act of 1948 to establish the maximum compensation payable by reason of such acts at \$10,500 instead of \$10,330. This provision is omitted from the conference substitute.

The Senate amendment contained a provision amending section 66 of the Farm Credit Act of 1933 so as to increase from \$10,000 to \$12,500 the maximum per annum compensation payable to certain officers and employees under the Farm Credit Administration. The House bill did not contain such a provision.

Section 1201 of the conference substitute amends section 66 of the Farm Credit Act of 1933 so as to increase from \$10,000 to \$13,000 the maximum per annum compensation that may be paid to any director, officer, or employee of the Central Bank for Cooperatives or of any production credit corporation, production credit association, or bank for cooperatives.

The Senate amendment amends section 604 (d) of the Federal Employees Pay Act of 1945 in two respects: (1) It adds to the existing rules for converting one rate of compensation to another rate of compensation the rule that an annual rate shall be divided by 26 to derive a biweekly rate and the rule that a biweekly rate shall be divided by 80 to derive an hourly rate, and (2) it provides that all rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent. The House bill contained no such provision. Section 1203 of the conference substitute is the same as the Senate amendment.

TOM MURRAY,
JAMES H. MORRISON,
GEORGE P. MILLER,
EDWARD H. REES,
ANTONI N. SADLAK,

Managers on the Part of the House.

Mr. MURRAY of Tennessee. Mr. Speaker, the conference report represents a compromise of the differences in the two versions of the classification bill (H. R. 5931) of the two bodies.

The pay schedule adopted in the conference report follows the House schedule in all of the CPC grades, and in grades 8, 9, 10, 11, 12, 13, 14, and 15 of the general schedule.

The Senate rates were accepted in grade 1 which are \$14 more than the House rates in each step within such grade. The Senate rates were adopted in grade 2 which are \$66 more in each step within such grade. The rates adopted in grade 3 are \$50 more than the House rates at each step within such grade. The rates agreed upon in grade 4 are \$51 more at each step within such grade. In grade 5 the conference report contains the Senate rates which are \$25 more

than the House rates. The pay rates are \$1 less than the House rates in each step within grade 6. In grade 7 the conference agreement contains rates \$2 less than the House bill.

The conference report retained grades 16, 17, and 18 of the House bill but provided substantially lower pay rates, except at grade 18 which remained at \$14,000. Grade 16 in the conference report provides pay rates between \$11,200 and \$12,000; and grade 17 provides pay rates between \$12,200 and \$13,000. The conference substitute provides a limitation on the number of positions in grade 16 of 300, grade 17 of 75, and grade 18 of 25, and retained the provision in the House bill that the Civil Service Commission is to allocate the positions in grades 16 and 17, and in grade 18 the President, upon recommendation of the Civil Service Commission, is to allocate such positions.

The conference report adopted the following provisions which were not contained in the House bill:

First. Title X, which provides a procedure for granting increases in compensation or cash awards to employees who, in the judgment of an efficiency awards committee in the departments and agencies, make outstanding contributions to greater efficiency and economy in their respective departments or agencies. Such cash awards or salary increases are not to exceed an amount equal to three times the step increase of the grades in which they are working. The Bureau of the Budget is to maintain control of the program and submit reports to the Congress annually.

Second. A provision authorizing and directing the Civil Service Commission to study the problem of additional compensation for hazardous employment and submit to the Congress its findings and recommendations.

Third. A provision requiring the Civil Service Commission to make a study of efficiency-rating systems in the Federal service and to submit a report to Congress on or before February 1, 1950, setting forth its findings, together with such recommendations as it may deem advisable.

Fourth. A provision amending the Farm Credit Act of 1933 so as to increase from \$10,000 to \$13,000 the maximum compensation that may be paid to any director, officer, or employee of the Central Bank for Cooperatives or of any production credit corporation, production credit associations, or bank for cooperatives.

Fifth. A provision amending the Federal Employees Pay Act of 1945 in two respects: (a) adding to the existing rules for converting one rate of compensation to another rate of compensation the rule that an annual rate shall be divided by 26 to derive a biweekly rate, and the rule that a biweekly rate shall be divided by 80 to derive an hourly rate; and (b) providing that all rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent.

The cost of the conference report is \$124,340,000, as compared with the House bill which cost \$100,500,000 annually.

The average salary increase for the 885,000 employees covered under the pro-

visions of the conference report is \$140.50, as compared with the average salary increase under the House bill of \$113.60.

The conference report was unanimously agreed to upon the part of the managers on the part of the House and I hope that now it will be adopted by the House without objection.

(Mr. MURRAY of Tennessee asked and was given permission to revise and extend his remarks.)

Mr. MURRAY of Tennessee. Mr. Speaker, I yield 10 minutes to the gentleman from Kansas [Mr. REES].

Mr. REES. Mr. Speaker, the conference report which is before the House for consideration is a result of a compromise between the House and Senate. The conference report retains most of the provisions of the House bill; however, higher rates of compensation were provided in the four lower grades, with which I agree.

I do not believe, however, that the provision in the conference report providing pay rates in excess of \$12,500 is justified at this time.

At the time this bill was considered by the House, I proposed the elimination of the two higher grades which provided pay rates of \$13,000 and \$14,000 per annum, and the establishment of a ceiling of \$12,000. My amendment was defeated by only four votes. During the conference I made a similar proposal. A compromise was finally agreed upon which limited the number of positions in the three higher grades above \$11,000 per annum to 300 for grade 16, with pay rates between \$11,200 and \$12,000; 75 for grade 17 with pay rates between \$12,200 and \$13,000; and 25 for grade 18 with a pay rate of \$14,000.

The conference report contains several provisions which were not in the House bill. Title X which was sponsored by Senator LONG provides a procedure for granting increases in compensation or cash awards to employees in the executive departments or agencies who make outstanding contributions for greater efficiency or economy in their respective departments or agencies. I share with Senator LONG his desire to provide greater efficiency and economy in government, and trust that title X will prove to be workable and that the suggestions of employees in our Government will be given greater consideration than they are at the present time. The conference report authorizes and directs the Civil Service Commission to study the present efficiency-rating system and the problem of additional compensation for hazardous employment and to submit to Congress its findings and recommendations regarding these problems.

The Hoover Commission on the Organization of the Executive Branch of the Government made certain recommendations with respect to a simplification and modernization of the Classification Act of 1923. This study was begun by the Post Office and Civil Service Committee of which I had the honor of being chairman during the Eightieth Congress. The bill under consideration is a result of this study, and I am pleased that the Hoover Commission endorses many of its provisions.

The cost of the conference report is \$124,340,000, which is \$24,000,000 above the cost of the House bill. However, the average increase in salary for the 885,000 employees covered by the bill is \$140.50, as compared with the average salary increase under the House bill of \$113.60.

Although I shall not object to the consideration of the conference report at this time because I endorse the objective of the legislation in revising the antiquated and outmoded definitions and procedures, I do not believe that this legislation should be used as a vehicle through which to give large and hidden increases of several thousand dollars to employees who are now making \$8,000 to \$10,000 per annum.

Mr. SADLAK. Mr. Speaker, will the gentleman yield?

Mr. REES. I yield to the gentleman from Connecticut, a valued member of our committee.

Mr. SADLAK. I want to join the gentleman in what he said. Certainly this is a major bill, inasmuch as it affects some 885,000 workers in the Government service. I want also to stress the point that this is the first major revision of the Classification Act in 26 years.

Mr. REES. I appreciate the contribution of the gentleman from Connecticut, one of the valued members of our committee. I believe the House committee did an exceptionally good job in working out the classification standards in this bill. I believe the conference report, with the exception of the lifting of the ceilings above \$12,000 is a satisfactory report. It is probable that after the act has been put into effect, inequities will be disclosed.

I want to pay tribute to the members of the conference committee on the part of the House who helped to work out a final draft of this legislation. They include our distinguished chairman, the gentleman from Tennessee [Mr. MURRAY], also the gentleman from Louisiana [Mr. MORRISON], the gentleman from California [Mr. MILLER], the gentleman from Connecticut [Mr. SADLAK] who has just spoken, and the distinguished gentlewoman from New York [Mrs. Sr. GEORGE]. I am glad to have been associated with them in working out this legislation.

(Mr. REES asked and was given permission to revise and extend his remarks.)

Mr. REES. Mr. Speaker, I ask unanimous consent that all Members who so desire may extend their remarks at this point in the RECORD.

The SPEAKER. Is there objection to the request of the gentleman from Kansas?

There was no objection.

Mr. MURRAY of Tennessee. Mr. Speaker, I yield 5 minutes to the gentleman from Pennsylvania [Mr. FULTON].

(Mr. FULTON asked and was given permission to extend his remarks in the Appendix of the RECORD and include an editorial from the Detroit News and part of the testimony of J. T. Sanders, legislative counsel of the National Grange.)

Mr. FULTON. Mr. Speaker, in the conference report on the bill H. R. 4495 there was eliminated, first, the uniform

allowance for postal employees of \$100. Second, there was a cut in the pay increase from \$150 to \$120. Third, there was stricken out the 5 days' increased vacation time, reducing proposed annual leave from 20 days to 15 days.

May I ask the chairman of the Committee on Post Office and Civil Service whether this is the end of the streetcar line for the postal employees, or whether in the next session of Congress the committee plans to have further hearings on these items that have been stricken from the House bill and the conference report?

I would like to know generally what the committee plans for the coming year in respect to these items for postal employees. May I ask the chairman of the House Post Office and Civil Service Committee, the gentleman from Tennessee [Mr. MURRAY], to give us a statement on that?

Mr. MURRAY of Tennessee. How do I know what the committee is going to do next year? We have been as busy as we can be all this year trying to get through many bills. We have not had time to map out any program for next year. I do not know where the gentleman's so-called streetcar line ends.

Mr. FULTON. The committee has certainly come up with certain things that it thought were good and that have now been stricken out. Do you intend to press them further, or will this be the end of them as far as the committee is concerned?

Mr. MURRAY of Tennessee. Let me say that the Senate passed a bill for postal employees costing \$51,000,000. The House passed a bill costing \$178,000,000. The conferees had to reach some middle ground, some compromise, so we came half way with the Senate and made the cost of the bill \$115,000,000, just exactly half of the difference between the House and Senate versions.

Mr. FULTON. Do you intend to go the other half, or is this the end of the streetcar line? That is all I am asking. Is this the end for this committee?

Mr. MURRAY of Tennessee. The committee will be functioning next year and will still try to be fair in the matter, and at the same time protect the taxpayers of America.

Mr. FULTON. Do I understand that you now have no plans on any one of the three things that have been stricken out of the House bill, that is, the uniform allowance, the postal pay raise, and the increased vacation time?

Mr. MURRAY of Tennessee. I think I have answered the gentleman sufficiently. All matters pertaining to legislation before our committee will be given fair, due, and considerate attention next year.

Mr. FULTON. Do I understand the gentleman to say it will be done next year by his committee?

Mr. MURRAY of Tennessee. I decline to reply further to the gentleman from Pennsylvania.

Mr. FULTON. I am sorry the gentleman declines to reply further, because the committee certainly has these things within their province. We who are interested in the Government service, in-

cluding the postal employees, certainly should have what the gentleman and his committee plan to do, at the time these bills are passed.

Mr. MURRAY of Tennessee. I might as well ask the gentleman what his committee expects to do next year about certain matters before it. I think the gentleman is trying to place me as chairman of the committee in a rather unfair position.

Mr. FULTON. I would not say unfair. But I certainly think that an explanation is due the Congress and the postal employees when the House in conference gives up its positions that the House committee thought were good, and then the chairman of the Post Office Committee refused to make any statement whatever as to what he is going to do as to those vital matters in the future. That is all.

Mr. REES. Mr. Speaker, I ask unanimous consent to extend my remarks at this point in the RECORD.

The SPEAKER. Is there objection to the request of the gentleman from Kansas?

There was no objection.

Mr. REES. Mr. Speaker, the conference report on H. R. 4495, a bill which gives increased benefits to postmasters, officers, and employees in the field service of the postal service, retains substantially the provisions of the bill as it passed the House. The managers on the part of the House, with respect to this measure, approached the conference with the objective of maintaining the position of the House with respect to these increased benefits for postal employees, having in mind the fact that in its original form it had received the endorsement of almost every Member of this House.

The conference report eliminates two of the major provisions of the House bill: (a) the provision for an increase in annual leave for postal employees of 5 days. At the present time postal employees receive 15 days of annual leave. Other Federal employees receive 26 days; (b) the provision which would have given a uniform allowance to those postal employees required to wear uniforms of \$100 per year. Both of these provisions concern subject matter which relates to employees in the Government generally, and it is the intention of the two committees to make a thorough study of both annual leave and uniform allowance next session.

In the bill as approved by the conference, there are contained many benefits for the postal employees which they have sought for a long time. The provision of the House bill establishing three additional longevity grades for faithful and meritorious service for those employees in the postal field service who are not paid on an hourly basis, and for whom no such grades are provided under existing law, was retained with a limitation requiring that employees to be eligible for such grades must serve a minimum of 13, 18, and 25 years respectively. There are a small group of employees who presently receive two such longevity grades. The provision of the House bill giving them one additional grade is retained by the conference report, with a

provision that to be eligible for such third grade, the employee must have served a minimum of 25 years in the postal service. These provisions, adding the additional longevity grades for these employees, will place all employees in the postal service having automatic grades on the same level, in that all will have three longevity grades in addition to their automatic promotions. The provisions in the House bill setting up three longevity grades for postmasters and supervisors are retained in the conference report in the same form as they appeared in the House bill.

Both the House and Senate bills provided for eliminating the first two grades for all regular employees. In addition the House bill would have eliminated the first two grades for substitute employees. This was an amendment which I offered on the floor of the House. Under the conference report there was a modification of this provision, so that as it now appears, regular employees who are not a grade lower than three, prior to the effective date of this bill, will be placed in grade 3. Those receiving regular appointments after the passage of this bill will be placed in grade 3. Substitute and temporary employees will be placed in grade 3 after 1 year of service.

The provision of the House bill which permits the employees to count all of their past service toward their longevity grades is retained in the conference agreement. However, the language has been changed to clarify the particular section in which this provision appears. The conference substitute, first, has restated section 3 (c) of the House bill in the interests of simplification and clarification of policy; and second, has made it clear that each person in the new meritorious or longevity grades established under subsections (a) and (b) of the first section of the conference substitute shall have credit, for promotion to any of such new meritorious and longevity grades, for all service rendered prior to July 1, 1945, for which he has not heretofore received credit for promotion purposes.

The House bill provided the following increases in rates of compensation: First, an increase of \$150 per annum for postmasters, officers, and employees in the postal field service paid on an annual basis and whose compensation rates are prescribed by the act of July 6, 1945, as amended; second, an increase of 5 cents per hour for employees paid on an hourly or part-time basis; and, third, an increase of 5 percent of their annual basic compensation for fourth-class postmasters.

The first section of the Senate amendment provided increases, first, of \$100 per annum for such postmasters, officers, and employees paid on an annual basis; second, of 2½ cents per hour for hourly and part-time employees; and, third, of 2½ percent of their annual basic compensation for fourth-class postmasters.

In lieu of the compensation increases provided by the House bill and the Senate amendment, section 3 of the conference substitute provides increases, first, of \$120 for such postmasters, officers, and employees paid on an annual basis; sec-

ond, of 2½ cents per hour for hourly and part-time employees; and, third, of 5 percent of their annual basic compensation for fourth-class postmasters.

Mr. Speaker, not all of the provisions in the House bill have been retained. It should be observed, however, that in order to secure legislation on this subject matter, it was necessary to make some compromise. I think it is fair to observe, also, that in view of the fact that the Senate measure did not afford nearly as much relief for postal employees that this is a fair compromise.

Among other provisions not included in the Senate bill were the items of uniform allowance and increases in annual leave. In all probability these matters will be taken up at a later date. Considering the fact that the Bureau of the Budget and the Post Office Department were not inclined to support H. R. 4495 as originally written, it seems to me that postal employees should be reasonably well satisfied with this legislation.

Mr. MURRAY of Tennessee. Mr. Speaker, I move the previous question.

The previous question was ordered.

The conference report was agreed to.

A motion to reconsider was laid on the table.

FOREST RECREATIONAL RESOURCES

Mr. GRANGER. Mr. Speaker, I move to suspend the rules and pass the bill (H. R. 2419) relating to the disposition of moneys received from the national forests, as amended.

The Clerk read as follows:

Be it enacted, etc., That the fourteenth paragraph under the heading "Forest Service" of the act of March 4, 1913, as amended by section 212 of the Department of Agriculture Organic Act of 1944 (U. S. C., 1946 edition, title 16, sec. 501) is hereby amended by adding at the end thereof the following new sentence: "Ten percent of all moneys received from each national forest during each fiscal year shall be available at the end thereof to be expended by the Secretary of Agriculture for the development, maintenance, and operation of national forest recreational resources and areas, including wildlife resources."

CALL OF THE HOUSE

Mr. TABER. Mr. Speaker, I make the point of order that a quorum is not present.

The SPEAKER. Evidently a quorum is not present.

Mr. PRIEST. Mr. Speaker, I move a call of the House.

A call of the House was ordered.

The Clerk called the roll, and the following Members failed to answer to their names:

[Roll No. 235]

Abbott	Buckley, N. Y.	Doyle
Allen, Calif.	Bulwinkle	Eaton
Allen, Ill.	Burke	Ellsworth
Andresen	Byrne, N. Y.	Elston
August H.	Celler	Fenton
Angell	Chatham	Fisher
Barden	Christopher	Furcolo
Barrett, Wyo.	Chudoff	Garmatz
Bates, Ky.	Coudert	Gary
Bentsen	Crosser	Gilmer
Bland	Dague	Golden
Blatnik	Davenport	Gordon
Boggs, La.	Davies, N. Y.	Green
Bolling	Dawson	Gregory
Bonner	DeGraffenried	Gwinn
Boykin	Dollinger	Hale
Buchanan	Dondero	Hard
Buckley, Ill.	Donohue	Harvey

served in the Senate, and he has served as Governor of his State.

Never during his long tenure in public office has Mon Wallgren worn the brand of the private power lobby. Instead, the great Bonneville and Grand Coulee projects of the northwest stand as a monument to his forceful and tireless leadership here in Congress.

Contrary to the propaganda that was spread over the country during the recent Senate consideration of another nominee to the Federal Power Commission, Mon Wallgren's appointment and his approval by the Interstate Committee is a final and definite answer to the "wolf-cries" that the power lobby would take over the Commission if Leland Olds were not confirmed.

The nominee's long and rich experience as a legislator in the House and Senate, and his service as an executive in the office of Governor, have taught him where the writing of law ends and where administration of the law begins. I am sure that Mon Wallgren understands the pitfalls and the folly of one-man law—and we shall have no more of that with Mon Wallgren on the Commission.

I am sure also, because of what I know of the nominee, that with Mon Wallgren on the Commission the era of backbiting and gossip, the era of fear and intimidation, the era of selfish power-seeking will come to an end. Mon Wallgren will have the respect of his colleagues and his staff, and I am sure he will return that respect in full measure.

I cannot speak for other Senators, but insofar as the junior Senator from Texas is concerned, I wish to congratulate the President for making the appointment. Mon Wallgren will serve the public interest well.

If anyone wishes to force competitive bidding for securities of natural-gas companies, that is all right with me. I am introducing a bill to bring this about. If anyone wishes to extend Federal jurisdiction over production and gathering of natural gas. I have no objections to the case for such extension being presented fairly and properly to the Congress, where it can be decided on merit.

I do object—and the Senate, by its vote last week, objects—to such matters being settled outside the halls of Congress by ambitious, designing men who seek to take the legislative powers into their own hands. I do not believe Mon Wallgren is such a man.

It was my privilege to sit as a member of the Armed Services Committee earlier this year when hearings were held on Governor Wallgren's nomination to the National Security Resources Board. While he was not approved for that position, objection were based almost entirely on his lack of a military background to cope with the many complex security questions presented to that agency.

I am confident Mon Wallgren will be an excellent member of the Federal Power Commission. I hope that the Senators will give their advice and consent promptly to this nomination.

LEAVE OF ABSENCE

Mr. MARTIN asked and obtained consent to be absent from the Senate for the remainder of the day.

TRANSSONIC AND SUPERSONIC WIND TUNNEL FACILITIES—CONFERENCE REPORT

Mr. JOHNSON of Texas. Mr. President, I submit the conference report on Senate bill 1267, the bill to promote the national defense by authorizing a unitary plan for construction of transsonic and supersonic wind tunnel facilities and the establishment of an Air Engineering Development Center. I ask unanimous consent for its present consideration.

The PRESIDING OFFICER. The report will be read.

The report was read as follows:

The committee of conference on the disagreeing votes of the two Houses on the amendments of the House to the bill (S. 1237) to promote the national defense by authorizing a unitary plan for construction of transsonic and supersonic wind-tunnel facilities and the establishment of an Air Engineering Development Center, having met, after full and free conference, have agreed to recommend and do recommend to their respective Houses as follows:

That the Senate recede from its disagreement to the amendments of the House numbered 1, 2, 3, 4, 5, 8, and 9, and agree to the same.

Amendment numbered 6: That the Senate recede from its disagreement to the amendment of the House numbered 6, and agree to the same with an amendment as follows: In lieu of the matter proposed to be inserted by the House amendment insert the following: "after consultation with the Committees on Armed Services of both Houses of the Congress,"; and the House agree to the same.

Amendment numbered 7: That the Senate recede from its disagreement to the amendment of the House numbered 7, and agree to the same with an amendment as follows: In lieu of the matter proposed to be inserted by the House amendment insert the following:

"SEC. 103. (a) The Committee is hereby authorized to expand the facilities at its existing laboratories by the construction of additional supersonic wind tunnels, including buildings, equipment, and accessory construction, and by the acquisition of land and installation of utilities.

"(b) There is hereby authorized to be appropriated such sums as may be necessary to carry out the purposes of this section, but not to exceed \$136,000,000.

"(c) The facilities authorized by this section shall be operated and staffed by the Committee but shall be available primarily to industry for testing experimental models in connection with the development of aircraft and missiles. Such tests shall be scheduled and conducted in accordance with industry's requirements and allocation of laboratory time shall be made in accordance with the public interest, with proper emphasis upon the requirements of each military service and due consideration of civilian needs."

And the House agree to the same.

RICHARD B. RUSSELL,
LYNDON B. JOHNSON,
CHAN GURNEY,
WILLIAM F. KNOWLAND,

Managers on the Part of the Senate.

CARL T. DURHAM,
LANSDALE G. SASSER,
O. CLARK FISHER,
DEWEY SHORT,
LESLIE C. ARENDS,

Managers on the Part of the House.

The PRESIDING OFFICER. Is there objection to the present consideration of the report?

Mr. SALTONSTALL. Mr. President, reserving the right to object—and I shall not object, because I am in favor of the report—will the Senator who is in charge of the report be willing to explain it briefly?

Mr. JOHNSON of Texas. Mr. President, as the bill passed the Senate, \$150,000,000 was authorized for the National Advisory Committee for Aeronautics. The House reduced that figure. The conference report agrees on \$136,000,000, or \$14,000,000 less than the amount which was in the bill when it passed the Senate. For the Air Engineering Development Center the Senate bill authorized \$150,000,000. The House reduced it to \$100,000,000, and the Senate conferees accepted the House figures. The Senate bill provided \$4,440,000 for wind tunnels to be constructed at various universities, with a limitation to 13. The House removed the limitation, increased the figure to \$10,000,000, and the Senate accepted the House proposal. The net result, I may say to the distinguished and able Senator from Massachusetts, is that the bill now authorizes approximately \$60,000,000 less than the Senate bill authorized, but the Senate conferees thought we had better take that since it was a matter of taking that or nothing.

Mr. SALTONSTALL. Under the report a larger number of universities are permitted to engage in the program. Is that correct?

Mr. JOHNSON of Texas. That is correct. There is no limitation.

Mr. SALTONSTALL. And there is placed entirely in the scientific board the choosing of the universities. Is that correct?

Mr. JOHNSON of Texas. Dr. Compton is the head of it.

Mr. HILL. Mr. President, if the Senator will yield, I inquire how much is the over-all amount reduced?

Mr. JOHNSON of Texas. Approximately \$60,000,000. That is satisfactory, I may say, to all the agencies concerned.

Mr. HILL. I thank the Senator.

Mr. JOHNSON of Texas. Mr. President, I ask unanimous consent to place in the RECORD at this point a statement commenting on the details and necessity of the measure.

There being no objection, the statement was ordered to be printed in the RECORD, as follows:

STATEMENT BY MR. JOHNSON OF TEXAS

The Senate bill provided authorization for NACA to construct small supersonic wind tunnels at 13 educational institutions at a cost of not to exceed \$4,440,000. The House amended this provision to authorize \$10,000,000 for this purpose, and removed the limit on the number of wind tunnels. The Senate receded to the House on this amendment.

The Senate authorized \$150,000,000 for the construction of supersonic wind tunnels at the three NACA laboratories. The House amended this section to authorize \$60,000,000 for the construction of four supersonic wind tunnels of a specific size at NACA laboratories. The conferees agreed to authorize \$136,000,000 for the construction of wind tunnels at NACA laboratories, the type and size to be determined by the technical experts of NACA.

With regard to title II, the Senate bill provided authorization for \$150,000,000 for the Department of the Air Force to establish an Air Engineering Development Center which would include all the facilities for the research and testing of supersonic aircraft. The House reduced the amount authorized to \$100,000,000 and the Senate receded to the House amendment. The amount authorized by the House is sufficient to provide the initial installations, and if more funds are required to complete the installations Congress will have the opportunity to review the request in the light of future needs.

Mr. President, as the Senators know, we have some experimental airplanes that will fly 1,000 miles an hour; we have others with a 10,000-mile nonstop flying range.

This is all very good. Such facts make nice headlines. But the simple truth of the matter is that none of our present aircraft are good enough. We are playing a cruel joke on ourselves and on the public when we pretend that we are the only people on earth who can build 1,000-mile-an-hour airplanes. Other nations can build better planes and we have reason to believe that other nations are already building better planes.

The era of subsonic military aircraft—planes that fly slower than the speed of sound—is at an end. If ever the fate of the world is again decided by aerial conflict, the aircraft involved will fly at supersonic speeds—faster than the speed of sound. Scientifically, though, we are mere babes in the supersonic wilds. We have only learned how much we have to learn.

Without adequate wind-tunnel research facilities, we can learn nothing more about this strange new world of supersonic flight. Our security will be tied to planes as obsolete as the model T.

The air battles of tomorrow will be decided in the wind-tunnels of today.

We are whistling in the dark if we pretend we can build an adequate air force by adding new gadgets and new tinsele to aircraft models that were barely good enough in World War II.

Our present-day aircraft is becoming obsolete.

Our research facilities already are obsolete. We simply must have better planes. To have those planes, we must adopt this report and provide our military and civilian technicians with the research facilities that are desperately needed to develop better planes.

The PRESIDING OFFICER. Is there objection to the present consideration of the report?

There being no objection, the conference report was considered and agreed to.

Mr. JOHNSON of Texas. Mr. President, I want to say to the distinguished Senator from Tennessee [Mr. McKELLAR], I am hopeful, before the session adjourns, that his committee may have a budget estimate and provide an appropriation with which to start the program. The junior Senator from Texas is convinced by the testimony offered by Dr. Compton, the secretary for the Air Forces, Mr. Symington, and other distinguished men in this field, that immediate action is required.

Mr. McKELLAR. Mr. President, I may say to the Senator that yesterday the Appropriations Committee authorized me to offer an amendment, the purpose of which would be to place in the bill such an appropriation as was requested by the Department when its budget estimate was sent in. I am told a budget estimate will probably be sent in within the next hour or two, provid-

ing \$6,000,000 cash and \$24,000,000 in contract authorizations. When that is received, I shall offer the amendment to the appropriation bill. I hope it will come in.

Mr. JOHNSON of Texas. I commend the Senator from Tennessee [Mr. McKELLAR]. No Member of the Senate has been more diligent in forwarding this legislation than has the Senator from Tennessee.

Mr. McKELLAR. I thank the Senator.

CLASSIFICATION OF POSITIONS AND RATES OF COMPENSATION OF CERTAIN FEDERAL EMPLOYEES—CONFERENCE REPORT

The PRESIDING OFFICER. The Senator from Oregon [Mr. MORSE] has the floor.

Mr. JOHNSON of South Carolina. Mr. President, will the Senator from Oregon yield?

The PRESIDING OFFICER. Does the Senator from Oregon yield to the Senator from South Carolina?

Mr. MORSE. I yield.

Mr. JOHNSON of South Carolina. Mr. President, I submit the conference report on House bill 5931, the Classification Act of 1949. I ask unanimous consent for its present consideration.

The PRESIDING OFFICER. The report will be read.

The report was read.

(For conference report, see pp. 15026-15032 of House proceedings of Oct. 17, 1949.)

The PRESIDING OFFICER. Is there objection to the present consideration of the report?

Mr. SALTONSTALL. Mr. President, reserving the right to object, I inquire whether this is a unanimous report? Was the report signed by all the conferees?

Mr. JOHNSON of South Carolina. It is not a unanimous report. The Senator from North Dakota [Mr. LANGER] did not sign it. The amount provided was not sufficiently high to suit him. But he does not oppose the passage of the bill.

Mr. SALTONSTALL. I shall not object to the report. I hope, however, the Senator will explain it briefly.

Mr. JOHNSON of South Carolina. Mr. President, under the conference report the additional expenditure will be \$124,340,000, which is \$28,000,000 less than the bill called for which was passed by the Senate. The bill as passed by the Senate would have cost \$152,350,000. If there are any particular questions, I shall be glad to answer them, but of course it is a reclassification bill, and there are a great many details in it, as Senators can well appreciate.

Mr. SALTONSTALL. Mr. President, will the Senator yield?

Mr. JOHNSON of South Carolina. I yield.

Mr. SALTONSTALL. Does the Senator believe the bill embraced in the conference report is a fair bill, considering the entire subject matter?

Mr. JOHNSON of South Carolina. I believe the five conferees who signed the report thought it was the best bill

they could get, and that it is reasonable in every way.

Mr. SALTONSTALL. How does it compare with the amounts in the bill passed by the Senate, and the amounts in the bill as passed by the House?

Mr. JOHNSON of South Carolina. As I stated a moment ago, it is \$28,000,000 less than the amount contained in the bill which passed the Senate. The House bill, as the Senator will recall, called for an expenditure of \$100,500,000. It is therefore approximately between the amounts approved by the two Houses.

The PRESIDING OFFICER. Is there objection to the present consideration of the report?

There being no objection, the report was considered and agreed to.

ADDITIONAL BENEFITS FOR CERTAIN POSTMASTERS, OFFICERS, AND EMPLOYEES OF THE POSTAL SERVICE—CONFERENCE REPORT

Mr. JOHNSON of South Carolina. Mr. President, I submit the conference report on House bill 4495 to provide postal employees' benefits. I ask unanimous consent for the present consideration of the report.

The PRESIDING OFFICER. The report will be read.

The report was read.

(For conference report, see p. 15024 of House proceedings of October 17, 1949.)

The PRESIDING OFFICER. Is there objection to the present consideration of the report?

There being no objection, the Senate proceeded to consider the report.

Mr. JOHNSON of South Carolina. The conference report provides a flat increase for each individual of approximately \$120 more. The bill passed by the Senate provided \$100. The House bill called for \$150 increase.

The PRESIDING OFFICER. The question is on agreeing to the conference report.

The report was agreed to.

INCREASE IN EQUIPMENT MAINTENANCE ALLOWANCE TO RURAL CARRIERS

The Chair laid before the Senate the amendments of the House of Representatives to the bill (S. 1232) to increase the equipment maintenance allowance payable to rural carriers, which were to strike out all after the enacting clause and insert:

That subsection (e) of section 17 of the act of July 6, 1945, as amended (Public Law 134, 79th Cong.), is amended to read as follows:

"(e) In addition to the salaries provided in this section, each carrier in the rural delivery service shall be paid for equipment maintenance a sum equal to 8 cents per mile per day for each mile or major fraction of a mile scheduled. Payments for equipment and maintenance as provided herein shall be at the same periods and in the same manner as payments for regular compensation to rural carriers."

SEC. 2. The amendment made by this act shall take effect on the first day of the first calendar month beginning after the date of enactment of this act.

Amend the title so as to read: "An act to increase the allowance for equipment maintenance of rural carriers by 1 cent

[PUBLIC LAW 429—81ST CONGRESS]

[CHAPTER 782—1ST SESSION]

[H. R. 5931]

AN ACT

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Classification Act of 1949".

TITLE I—DECLARATION OF POLICY

SEC. 101. It is the purpose of this Act to provide a plan for classification of positions and for rates of basic compensation whereby—

(1) in determining the rate of basic compensation which an officer or employee shall receive, (A) the principle of equal pay for substantially equal work shall be followed, and (B) variations in rates of basic compensation paid to different officers and employees shall be in proportion to substantial differences in the difficulty, responsibility, and qualification requirements of the work performed and to the contributions of officers and employees to efficiency and economy in the service; and

(2) individual positions shall, in accordance with their duties, responsibilities, and qualification requirements, be so grouped and identified by classes and grades, as defined in section 301, and the various classes shall be so described in published standards, as provided for in title IV, that the resulting position-classification system can be used in all phases of personnel administration.

TITLE II—COVERAGE AND EXEMPTIONS

SEC. 201. (a) For the purposes of this Act, the term "department" includes (1) the executive departments, (2) the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States, (3) the Administrative Office of the United States Courts, (4) the Library of Congress, (5) the Botanic Garden, (6) the Government Printing Office, (7) the General Accounting Office, (8) the Office of the Architect of the Capitol, and (9) the municipal government of the District of Columbia.

(b) Subject to the exemptions specified in section 202, and except as provided in sections 204 and 205, this Act shall apply to all civilian positions, officers, and employees in or under the departments.

SEC. 202. This Act (except title XII) shall not apply to—

(1) the field service of the Post Office Department, for which the salary rates are fixed by Public Law 134, Seventy-ninth Congress, approved July 6, 1945, as amended and supplemented;

(2) the Foreign Service of the United States under the Department of State, for which the salary rates are fixed by the Foreign Service Act of 1946, as supplemented by Public Law 160, Eighty-first Congress, approved July 6, 1949; and positions in or under the Department of State which are (A) connected with the representation of the United States to international organizations; or (B) specifically exempted by law from the Classification Act of 1923, as amended, or any other classification or compensation law;

(3) physicians, dentists, nurses, and other employees in the Department of Medicine and Surgery in the Veterans' Administration, whose compensation is fixed under Public Law 293, Seventy-ninth Congress, approved January 3, 1946;

(4) teachers, school officers, and employees of the Board of Education of the District of Columbia, whose compensation is fixed under the District of Columbia Teachers' Salary Act of 1947, as supplemented by Public Law 151, Eighty-first Congress, approved June 30, 1949; and the chief judge and the associate judges of the Municipal Court of Appeals for the District of Columbia, and of the Municipal Court for the District of Columbia;

(5) officers and members of the Metropolitan Police, the Fire Department of the District of Columbia, the United States Park Police, and the White House Police;

(6) lighthouse keepers and civilian employees on lightships and vessels of the Coast Guard, whose compensation is fixed under authority of section 432 (f) and (g) of title 14 of the United States Code;

(7) employees in recognized trades or crafts, or other skilled mechanical crafts, or in unskilled, semiskilled, or skilled manual-labor occupations (except such employees in positions to which the Classification Act of 1923, as amended, now applies, the duties of which involve the maintenance and operation of public buildings and associated equipment or the performance of work in scientific or engineering laboratories as aides to scientists or engineers), and employees in the Bureau of Engraving and Printing the duties of whom are to perform or to direct manual or machine operations requiring special skill or experience, or to perform or direct the counting, examining, sorting, or other verification of the product of manual or machine operations, whose compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates;

(8) officers and members of crews of vessels, whose compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates and practices in the maritime industry;

(9) employees of the Government Printing Office whose compensation is fixed under Public, Numbered 276, Sixty-eighth Congress, approved June 7, 1924;

(10) civilian professors, lecturers, and instructors at the Naval War College and the Naval Academy whose compensation is fixed under Public Law 604, Seventy-ninth Congress, approved August 2, 1946, senior professors, professors, associate and assistant pro-

fessors, and instructors at the Naval Postgraduate School whose compensation is fixed under Public Law 303, Eightieth Congress, approved July 31, 1947; and the Academic Dean of the Postgraduate School of the Naval Academy whose compensation is fixed under Public Law 402, Seventy-ninth Congress, approved June 10, 1946;

(11) aliens or persons not citizens of the United States who occupy positions outside the several States and the District of Columbia;

(12) the Tennessee Valley Authority;

(13) the Inland Waterways Corporation;

(14) the Alaska Railroad;

(15) the Virgin Islands Corporation;

(16) the Central Intelligence Agency;

(17) the Atomic Energy Commission;

(18) Production Credit Corporations;

(19) Federal Intermediate Credit Banks;

(20) the Panama Railroad Company;

(21) teachers, school officers, and members of the Police and Fire Departments of the Panama Canal whose rates of compensation are fixed by the Governor of the Panama Canal with reference to the rates of compensation for similar positions in the municipal government of the District of Columbia;

(22) employees who serve without compensation or at nominal rates of compensation;

(23) employees none or only part of whose compensation is paid from appropriated funds of the United States: *Provided*, That with respect to the Veterans' Canteen Service in the Veterans' Administration, the provisions of this paragraph shall be applicable only to those positions which are exempt from the Classification Act of 1923, as amended, pursuant to Public Law 636, Seventy-ninth Congress, approved August 7, 1946, as amended;

(24) employees whose compensation is fixed under a cooperative agreement between the United States and (A) a State, Territory, or possession of the United States, or political subdivision thereof, or (B) a person or organization outside the service of the Federal Government;

(25) student nurses, medical or dental interns, residents-in-training, student dietitians, student physical therapists, student occupational therapists, and other student employees, assigned or attached to a hospital, clinic, or laboratory primarily for training purposes, whose compensation is fixed under Public Law 330, Eightieth Congress, approved August 4, 1947, or section 14 (b) of Public Law 293, Seventy-ninth Congress, approved January 3, 1946, as amended by Public Law 722, Eightieth Congress, approved June 19, 1948;

(26) inmates, patients, or beneficiaries receiving care or treatment or living in Government agencies or institutions;

(27) experts or consultants, when employed temporarily or intermittently in accordance with section 15 of Public Law 600, Seventy-ninth Congress, approved August 2, 1946;

(28) emergency or seasonal employees whose employment is of uncertain or purely temporary duration, or who are employed for brief periods at intervals;

(29) persons employed on a fee, contract, or piece work basis;

(30) persons who may lawfully perform their duties concurrently with their private profession, business, or other employment, and whose duties require only a portion of their time, where it is impracticable to ascertain or anticipate the proportion of time devoted to the service of the Federal Government;

(31) positions for which rates of basic compensation are individually fixed, or expressly authorized to be fixed, by any other law, at or in excess of the maximum scheduled rate of the highest grade established by this Act.

SEC. 203. The Civil Service Commission, hereinafter referred to as the "Commission", is authorized and directed to determine finally the applicability of sections 201 and 202 to specific positions, officers, and employees.

SEC. 204. (a) The classes of employees whose compensation is authorized by section 3 of the Legislative Pay Act of 1929, as amended (46 Stat. 38; 55 Stat. 615), to be fixed by the Architect of the Capitol without regard to the Classification Act of 1923, as amended, are authorized to be compensated without regard to this Act.

(b) This Act shall not apply to any officer or employee of the Office of the Architect of the Capitol whose compensation is fixed by any other law.

(c) Sections 202 and 203 shall not apply to the Office of the Architect of the Capitol.

SEC. 205. Title X of this Act shall not apply to (1) the Administrative Office of the United States Courts, (2) the Library of Congress, (3) the Botanic Garden, (4) the Government Printing Office, (5) the Office of the Architect of the Capitol, and (6) the municipal government of the District of Columbia.

TITLE III—BASIS FOR CLASSIFYING POSITIONS

SEC. 301. For the purposes of this Act, the term—

(1) "position" means the work, consisting of the duties and responsibilities, assignable to an officer or employee;

(2) "class" or "class of positions" includes all positions which are sufficiently similar, as to (A) kind or subject-matter of work, (B) level of difficulty and responsibility, and (C) the qualification requirements of the work, to warrant similar treatment in personnel and pay administration; and

(3) "grade" includes all classes of positions which (although different with respect to kind or subject-matter of work) are sufficiently equivalent as to (A) level of difficulty and responsibility, and (B) level of qualification requirements of the work, to warrant the inclusion of such classes of positions within one range of rates of basic compensation, as specified in title VI.

SEC. 302. (a) Each position shall be placed in its appropriate class. The basis for determining the class in which each position shall be placed shall be the duties and responsibilities of such position and the qualifications required by such duties and responsibilities.

(b) Each class shall be placed in its appropriate grade. The basis for determining the grade in which each class shall be placed shall be the level of difficulty, responsibility, and qualification requirements of the work of such class.

SEC. 303. No appropriated funds shall be used to pay the compensation of any officer or employee who places a supervisory position in a class and grade solely on the basis of the size of the group, section, bureau, or other organization unit or the number of subordinates supervised. Such factors may be given effect only to the extent warranted by the work load of the organization unit and then only in combination with other factors, such as the kind, difficulty, and complexity of work supervised, the degree and scope of responsibility delegated to the supervisor, and the kind, degree, and character of the supervision actually exercised.

TITLE IV—PREPARATION AND PUBLICATION OF STANDARDS

SEC. 401. (a) The Commission, after consultation with the departments, shall prepare standards for placing positions in their proper classes and grades. The Commission is authorized to make such inquiries or investigations of the duties, responsibilities, and qualification requirements of positions as it deems necessary for this purpose. In such standards the Commission shall (1) define the various classes of positions that exist in the service in terms of duties, responsibilities, and qualification requirements; (2) establish the official class titles; and (3) set forth the grades in which such classes have been placed by the Commission. At the request of the Commission, the departments shall furnish information for and cooperate in the preparation of such standards. Such standards shall be published in such form as the Commission may determine.

(b) The Commission shall keep such standards up to date. From time to time, after consultation with the departments to the extent deemed necessary by the Commission, it may revise, supplement, or abolish existing standards, or prepare new standards, so that, as nearly as may be practicable, positions existing at any given time within the service will be covered by current published standards.

(c) The official class titles so established shall be used for personnel, budget, and fiscal purposes, but this requirement shall not prevent the use of organizational or other titles for internal administration, public convenience, law enforcement, or similar purposes.

TITLE V—AUTHORITY AND PROCEDURE

SEC. 501. (a) Notwithstanding section 502, the Commission shall have authority, which may be exercised at any time in its discretion, to—

- (1) ascertain currently the facts as to the duties, responsibilities, and qualification requirements of any position;
- (2) place in an appropriate class and grade any newly created position or any position coming initially under this Act;
- (3) decide whether any position is in its appropriate class and grade; and

(4) change any position from one class or grade to another class or grade whenever the facts warrant.

The Commission shall certify to the department concerned action taken by the Commission under paragraph (2) or (4). The department shall take action in accordance with such certificate, and such certificate shall be binding on all administrative, certifying, pay roll, disbursing, and accounting officers of the Government.

(b) Any employee or employees (including any officer or officers) affected or any department may request at any time that the Commission exercise the authority granted to it under subsection (a) and the Commission shall act upon such request.

SEC. 502. (a) Except as otherwise provided in this title, each department shall place each position under its jurisdiction and to which this Act applies in its appropriate class and grade in conformance with standards published by the Commission or, if no published standards directly apply, consistently with published standards. A department may, whenever the facts warrant, change any position which it has placed in a class or grade under this subsection from such class or grade to another class or grade. Such actions of the departments shall be the basis for the payment of compensation and for personnel transactions until changed by certificate of the Commission.

(b) The Commission shall, from time to time, review such number of positions in each department as will enable the Commission to determine whether such department is placing positions in classes and grades in conformance with or consistently with published standards.

SEC. 503. Whenever the Commission finds under section 502 (b) that a position to which this Act applies is not placed in its proper class and grade in conformance with published standards or that positions for which no standards have been published are not placed in classes and grades consistently with published standards, it shall, after consultation with appropriate officers or employees of the department concerned, place each such position in its appropriate class and grade and shall certify such action to the department. The department shall take action in accordance with such certificate, and such certificate shall be binding on all administrative, certifying, pay roll, disbursing, and accounting officers of the Government.

SEC. 504. (a) Whenever the Commission finds that any department is not placing positions in classes and grades in conformance with or consistently with published standards, it may revoke or suspend in whole or in part the authority granted to the department under section 502 and require that prior approval of the Commission be secured before an action placing a position in a class and grade becomes effective for pay roll and other personnel purposes. Such revocations or suspensions may be limited, in the discretion of the Commission, to (1) the departmental or field service, or any part thereof; (2) any geographic area; (3) any organization unit or group of organization units; (4) certain types of classification actions; (5) classes in particular occupational groups or grades; or (6) classes for which standards have not been published.

(b) After all or part of the authority of the department has been revoked or suspended, the Commission may at any time restore such authority to the extent that it is satisfied that subsequent actions plac-

ing positions in classes and grades will be taken in conformance with or consistently with published standards.

SEC. 505. (a) No position shall be placed in Grade 16 or 17 of the General Schedule except by action of, or after prior approval by, the Commission. At any one time there shall not be more than three hundred positions in Grade 16 of the General Schedule and not more than seventy-five positions in Grade 17 of the General Schedule.

(b) No position shall be placed in or removed from Grade 18 of the General Schedule except by the President upon recommendation of the Commission. There shall not be more than twenty-five positions in such grade at any one time.

SEC. 506. The Commission may (1) prescribe the form in which each department shall record the duties and responsibilities of positions to which this Act applies and the places where such records shall be maintained, (2) examine these or any other pertinent records of the department, and (3) interview any officers or employees of the department who have knowledge of the duties and responsibilities of such positions and information as to the reasons for placing a position in any class or grade.

TITLE VI—BASIC COMPENSATION SCHEDULES

SEC. 601. There are hereby established the following basic compensation schedules for positions to which this Act applies:

(1) A "General Schedule", the symbol for which shall be "GS", in lieu of the professional and scientific service, the clerical, administrative, and fiscal service, and the subprofessional service specified in section 13 of the Classification Act of 1923, as amended; and

(2) A "Crafts, Protective, and Custodial Schedule", the symbol for which shall be "CPC", in lieu of the crafts, protective, and custodial service specified in such section.

SEC. 602. (a) The General Schedule shall be divided into eighteen grades of difficulty and responsibility of work, as follows:

GENERAL SCHEDULE

Grade GS-1 includes all classes of positions the duties of which are to perform, under immediate supervision, with little or no latitude for the exercise of independent judgment, (1) the simplest routine work in office, business, or fiscal operations, or (2) elementary work of a subordinate technical character in a professional, scientific, or technical field.

Grade GS-2 includes all classes of positions the duties of which are (1) to perform, under immediate supervision, with limited latitude for the exercise of independent judgment, routine work in office, business, or fiscal operations, or comparable subordinate technical work of limited scope in a professional, scientific, or technical field, requiring some training or experience; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-3 includes all classes of positions the duties of which are (1) to perform, under immediate or general supervision, somewhat difficult and responsible work in office, business, or fiscal operations,

or comparable subordinate technical work of limited scope in a professional, scientific, or technical field, requiring in either case (A) some training or experience, (B) working knowledge of a special subject matter, or (C) to some extent the exercise of independent judgment in accordance with well-established policies, procedures, and techniques; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-4 includes all classes of positions the duties of which are (1) to perform, under immediate or general supervision, moderately difficult and responsible work in office, business, or fiscal operations, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) a moderate amount of training and minor supervisory or other experience, (B) good working knowledge of a special subject matter or a limited field of office, laboratory, engineering, scientific, or other procedure and practice, and (C) the exercise of independent judgment in accordance with well-established policies, procedures, and techniques; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-5 includes all classes of positions the duties of which are (1) to perform, under general supervision, difficult and responsible work in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable training and supervisory or other experience, (B) broad working knowledge of a special subject matter or of office, laboratory, engineering, scientific, or other procedure and practice, and (C) the exercise of independent judgment in a limited field; (2) to perform, under immediate supervision, and with little opportunity for the exercise of independent judgment, simple and elementary work requiring professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing but requiring little or no experience; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-6 includes all classes of positions the duties of which are (1) to perform, under general supervision, difficult and responsible work in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable training and supervisory or other experience, (B) broad working knowledge of a special and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science involved, and (C) to a considerable extent the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-7 includes all classes of positions the duties of which are (1) to perform, under general supervision, work of considerable difficulty and responsibility along special technical or supervisory lines in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable specialized or supervisory training and experience, (B) comprehensive working knowledge of a special and complex subject matter, procedure, or practice, or of the principles

of the profession, art, or science, involved, and (C) to a considerable extent the exercise of independent judgment; (2) under immediate or general supervision, to perform somewhat difficult work requiring (A) professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing, (B) previous experience, and (C) to a limited extent, the exercise of independent technical judgment; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-8 includes all classes of positions the duties of which are (1) to perform, under general supervision, very difficult and responsible work along special technical or supervisory lines in office, business, or fiscal administration, requiring (A) considerable specialized or supervisory training and experience, (B) comprehensive and thorough working knowledge of a specialized and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science involved, and (C) to a considerable extent the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-9 includes all classes of positions the duties of which are (1) to perform, under general supervision, very difficult and responsible work along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) somewhat extended specialized training and considerable specialized, supervisory, or administrative experience which has demonstrated capacity for sound independent work, (B) thorough and fundamental knowledge of a special and complex subject matter, or of the profession, art, or science involved, and (C) considerable latitude for the exercise of independent judgment; (2) with considerable latitude for the exercise of independent judgment, to perform moderately difficult and responsible work, requiring (A) professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing, and (B) considerable additional professional, scientific, or technical training or experience which has demonstrated capacity for sound independent work; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-10 includes all classes of positions the duties of which are (1) to perform, under general supervision, highly difficult and responsible work along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) somewhat extended specialized, supervisory, or administrative training and experience which has demonstrated capacity for sound independent work, (B) thorough and fundamental knowledge of a specialized and complex subject matter, or of the profession, art, or science involved, and (C) considerable latitude for the exercise of independent judgment; or, (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-11 includes all classes of positions the duties of which are (1) to perform, under general administrative supervision and with wide latitude for the exercise of independent judgment, work of marked difficulty and responsibility along special technical, supervisory, or

administrative lines in office, business, or fiscal administration, requiring (A) extended specialized, supervisory, or administrative training and experience which has demonstrated important attainments and marked capacity for sound independent action or decision, and (B) intimate grasp of a specialized and complex subject matter, or of the profession, art, or science involved, or of administrative work of marked difficulty; (2) with wide latitude for the exercise of independent judgment, to perform responsible work of considerable difficulty requiring somewhat extended professional, scientific, or technical training and experience which has demonstrated important attainments and marked capacity for independent work; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-12 includes all classes of positions the duties of which are (1) to perform, under general administrative supervision, with wide latitude for the exercise of independent judgment, work of a very high order of difficulty and responsibility along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) extended specialized, supervisory, or administrative training and experience which has demonstrated leadership and attainments of a high order in specialized or administrative work, and (B) intimate grasp of a specialized and complex subject matter or of the profession, art, or science involved; (2) under general administrative supervision, and with wide latitude for the exercise of independent judgment, to perform professional, scientific, or technical work of marked difficulty and responsibility requiring extended professional, scientific, or technical training and experience which has demonstrated leadership and attainments of a high order in professional, scientific, or technical research, practice, or administration; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-13 includes all classes of positions the duties of which are (1) to perform, under administrative direction, with wide latitude for the exercise of independent judgment, work of unusual difficulty and responsibility along special technical, supervisory, or administrative lines, requiring extended specialized, supervisory, or administrative training and experience which has demonstrated leadership and marked attainments; (2) to serve as assistant head of a major organization involving work of comparable level within a bureau; (3) to perform, under administrative direction, with wide latitude for the exercise of independent judgment, work of unusual difficulty and responsibility requiring extended professional, scientific, or technical training and experience which has demonstrated leadership and marked attainments in professional, scientific, or technical research, practice, or administration; or (4) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-14 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with wide latitude for the exercise of independent judgment, work of exceptional difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and unusual attainments; (2) to serve as head of a major organization within a

bureau involving work of comparable level; (3) to plan and direct or to plan and execute major professional, scientific, technical, administrative, fiscal, or other specialized programs, requiring extended training and experience which has demonstrated leadership and unusual attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-15 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with very wide latitude for the exercise of independent judgment, work of outstanding difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and exceptional attainments; (2) to serve as head of a major organization within a bureau involving work of comparable level; (3) to plan and direct or to plan and execute specialized programs of marked difficulty, responsibility, and national significance, along professional, scientific, technical, administrative, fiscal, or other lines, requiring extended training and experience which has demonstrated leadership and unusual attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-16 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with unusual latitude for the exercise of independent judgment, work of outstanding difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and exceptional attainments; (2) to serve as the head of a major organization involving work of comparable level; (3) to plan and direct or to plan and execute professional, scientific, technical, administrative, fiscal, or other specialized programs of unusual difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated leadership and exceptional attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-17 includes all classes of positions the duties of which are (1) to serve as the head of a bureau where the position, considering the kind and extent of the authorities and responsibilities vested in it, and the scope, complexity, and degree of difficulty of the activities carried on, is of a high order among the whole group of positions of heads of bureaus; (2) to plan and direct or to plan and execute professional, scientific, technical, administrative, fiscal, or other specialized programs of exceptional difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated

exceptional leadership and attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (3) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-18 includes all classes of positions the duties of which are (1) to serve as the head of a bureau where the position, considering the kind and extent of the authorities and responsibilities vested in it, and the scope, complexity, and degree of difficulty of the activities carried on, is exceptional and outstanding among the whole group of positions of heads of bureaus; (2) to plan and direct or to plan and execute frontier or unprecedented professional, scientific, technical, administrative, fiscal, or other specialized programs of outstanding difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated outstanding leadership and attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (3) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

(b) The Crafts, Protective, and Custodial Schedule shall be divided into ten grades of difficulty and responsibility of work, as follows:

CRAFTS, PROTECTIVE, AND CUSTODIAL SCHEDULE

Grade CPC-1 includes all classes of positions the duties of which are to run errands, to check parcels, or to perform other light manual tasks with little or no responsibility.

Grade CPC-2 includes all classes of positions the duties of which are to handle desks, mail sacks, and other heavy objects, and to perform similar work ordinarily required of unskilled laborers; to pass coal; to clean office rooms; to perform regular messenger work with little responsibility; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-3 includes all classes of positions the duties of which are to perform, under immediate supervision, custodial, or office labor work with some degree of responsibility; to operate paper-cutting, canceling, envelope-opening, or envelope-sealing machines; to fire and keep up steam in low-pressure boilers used for heating purposes, and to clean boilers and oil machinery and related apparatus; to operate passenger automobiles or light-duty trucks; to pack goods for shipment; to work as leader of a group of charwomen; to perform messenger work and do light manual or office-labor tasks with some responsibility; to carry important documents from one office to another, or attend the door and private office of a public officer; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-4 includes all classes of positions the duties of which are to perform, under general supervision, custodial work of a responsible character; to guard office or storage buildings; to supervise and direct a force of unskilled laborers; to fire and to keep up steam in

high-pressure boilers and to operate other equipment used in connection with such boilers; to perform general, semimechanical, new, or repair work requiring some skill with hand tools; to work as craft or trade helper; to operate heavy-duty trucks, semitrailers, or tractor trailers; to operate a passenger automobile for a department head or officer of comparable rank; to attend the door of a private office of a department head or officer of comparable rank; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-5 includes all classes of positions the duties of which are to guard property of great value while in transit; to supervise the operation and maintenance of a low-capacity heating plant and its auxiliary equipment; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-6 includes all classes of positions the duties of which are to have immediate direction of a detachment of building guards; to perform the work of a skilled mechanic; to repair office appliances; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-7 includes all classes of positions the duties of which are to assist in the general supervision of a force of building guards; to work as leader of a group of skilled mechanics; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-8 includes all classes of positions the duties of which are to have general supervision over a force of building guards; to supervise the operation of a mechanical shop; to direct skilled mechanics and other employees engaged in the operation and maintenance of equipment providing heating, ventilating, air conditioning, power, and sanitation in one or more public buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-9 includes all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, guards, elevator operators, laborers, janitors, and other employees engaged in the custody, maintenance, and protection of a public building; or to assist in the direction of such employees when engaged in similar duties in a group of buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-10 includes all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, guards, elevator operators, laborers, janitors, and other employees engaged in the custody, maintenance, and protection of a group of public buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

SEC. 603. (a) Except as provided in subsection (c) (2), the rates of basic compensation with respect to officers, employees, and positions to which this Act applies shall be in accordance with the schedules of per annum rates contained in subsections (b) and (c) (1).

(b) The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates						
GS-1	\$2,200	\$2,280	\$2,360	\$2,440	\$2,520	\$2,600	\$2,680
GS-2	\$2,450	\$2,530	\$2,610	\$2,690	\$2,770	\$2,850	\$2,930
GS-3	\$2,650	\$2,730	\$2,810	\$2,890	\$2,970	\$3,050	\$3,130
GS-4	\$2,875	\$2,955	\$3,035	\$3,115	\$3,195	\$3,275	\$3,355
GS-5	\$3,100	\$3,225	\$3,350	\$3,475	\$3,600	\$3,725	\$3,850
GS-6	\$3,450	\$3,575	\$3,700	\$3,825	\$3,950	\$4,075	\$4,200
GS-7	\$3,825	\$3,950	\$4,075	\$4,200	\$4,325	\$4,450	\$4,575
GS-8	\$4,200	\$4,325	\$4,450	\$4,575	\$4,700	\$4,825	\$4,950
GS-9	\$4,600	\$4,725	\$4,850	\$4,975	\$5,100	\$5,225	\$5,350
GS-10	\$5,000	\$5,125	\$5,250	\$5,375	\$5,500	\$5,625	\$5,750
GS-11	\$5,400	\$5,600	\$5,800	\$6,000	\$6,200	\$6,400	
GS-12	\$6,400	\$6,600	\$6,800	\$7,000	\$7,200	\$7,400	
GS-13	\$7,600	\$7,800	\$8,000	\$8,200	\$8,400	\$8,600	
GS-14	\$8,800	\$9,000	\$9,200	\$9,400	\$9,600	\$9,800	
GS-15	\$10,000	\$10,250	\$10,500	\$10,750	\$11,000		
GS-16	\$11,200	\$11,400	\$11,600	\$11,800	\$12,000		
GS-17	\$12,200	\$12,400	\$12,600	\$12,800	\$13,000		
GS-18	\$14,000						

(c) (1) The compensation schedule for the Crafts, Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates						
CPC-1	\$1,510	\$1,570	\$1,630	\$1,690	\$1,750	\$1,810	\$1,870
OPC-2	\$2,120	\$2,190	\$2,260	\$2,330	\$2,400	\$2,470	\$2,540
CPC-3	\$2,252	\$2,332	\$2,412	\$2,492	\$2,572	\$2,652	\$2,732
CPC-4	\$2,460	\$2,530	\$2,610	\$2,690	\$2,770	\$2,850	\$2,930
OPC-5	\$2,674	\$2,754	\$2,834	\$2,914	\$2,994	\$3,074	\$3,154
OPC-6	\$2,900	\$2,980	\$3,060	\$3,140	\$3,220	\$3,300	\$3,380
CPC-7	\$3,125	\$3,225	\$3,325	\$3,425	\$3,525	\$3,625	\$3,725
OPC-8	\$3,400	\$3,525	\$3,650	\$3,775	\$3,900	\$4,025	\$4,150
CPC-9	\$3,775	\$3,800	\$4,025	\$4,150	\$4,275	\$4,400	\$4,525
OPC-10	\$4,150	\$4,275	\$4,400	\$4,525	\$4,650	\$4,775	\$4,900

(2) Charwomen working part time shall be paid at the rate of \$2,400 per annum, and head charwomen working part time at the rate of \$2,540 per annum.

(d) Whenever payment is made on the basis of a daily, hourly, weekly, biweekly, or monthly rate, such rate shall be computed from the appropriate annual rate specified in subsection (b) or (c) by the method prescribed in section 604 (d) of the Federal Employees Pay Act of 1945.

SEC. 604. (a) For the purpose of making initial adjustments to the classification grades provided in this Act, positions which are required to be compensated in accordance with this Act and which were immediately prior to the effective date of this title in the professional and scientific service, the subprofessional service, the clerical, administrative, and fiscal service, or the crafts, protective, and custodial service of the Classification Act of 1923, as amended, are hereby allocated to corresponding grades of the General Schedule or the Crafts, Protective, and Custodial Schedule as set forth below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General schedule	Crafts, protective, and custodial schedule
	1			GS-1	
	2			GS-1	
	3	1		GS-2	
	4	3		GS-3	
	5	4		GS-4	
1	6	5		GS-5	
	7	6		GS-6	
2	8	7		GS-7	
		8		GS-8	
3		9		GS-9	

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Profes- sional and scientific service	Subpro- fessional service	Clerical, adminis- trative, and fiscal service	Crafts, pro- tective, and custodial service	General schedule	Crafts, pro- tective, and custodial schedule
		10		GS-10	
4		11		GS-11	
5		12		GS-12	
6		13		GS-13	
7		14		GS-14	
8		15		GS-15	
			1		CPC-1
			2		CPC-2
			3		CPC-3
			4		CPC-4
			5		CPC-5
			6		CPC-6
			7		CPC-7
			8		CPC-8
			9		CPC-9
			10		CPC-10

(b) The rates of basic compensation of officers and employees to whom this Act applies shall be initially adjusted as follows:

(1) In all cases where the number of pay rates within a grade specified in this Act is the same as in the corresponding grade of the Classification Act of 1923, as amended, employees shall have the same relative pay rate of the new grade, except as provided in paragraphs (2), (3), and (11) of this subsection.

(2) Employees in grade 1 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and seventh rate shall have the first, first, second, third, fourth, fifth, and sixth rate, respectively, of grade 1 of the General Schedule.

(3) Employees in grade 2 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and seventh rate shall have the second, third, fourth, fifth, sixth, seventh, and seventh rate, respectively, of grade 1 of the General Schedule.

(4) Employees in grade 1 of the crafts, protective, and custodial service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, third, fourth, sixth, and seventh rate, respectively, of grade 1 of the Crafts, Protective, and Custodial Schedule.

(5) Employees in grades 2 and 3 of the crafts, protective, and custodial service immediately prior to the effective date of this title, shall have the same relative pay rate of the first six rates of grades 2 and 3, respectively, of the Crafts, Protective, and Custodial Schedule.

(6) Employees in grade 4 of the professional and scientific service and grade 11 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and sixth rate, respectively, of grade 11 of the General Schedule.

(7) Employees in grade 5 of the professional and scientific service and grade 12 of the clerical, administrative, and fiscal

service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 12 of the General Schedule.

(8) Employees in grade 6 of the professional and scientific service and grade 13 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 13 of the General Schedule.

(9) Employees in grade 7 of the professional and scientific service and grade 14 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fifth, and sixth rate, respectively, of grade 14 of the General Schedule.

(10) Employees in grade 8 of the professional and scientific service and grade 15 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first and second rate of the grade shall have the third rate of grade 15 of the General Schedule.

(11) Employees receiving a rate of basic compensation, authorized by law, immediately prior to the effective date of this title, in excess of the appropriate new rate of the grade as determined under paragraphs (1) to (10), inclusive, may continue to receive such rate so long as they remain in the same position and grade, but when any such position becomes vacant, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act.

SEC. 605. Any increase in rate of basic compensation by reason of the enactment of this title shall not be regarded as an "equivalent increase" in compensation within the meaning of section 701.

TITLE VII—STEP-INCREASES

SEC. 701. (a) Each officer or employee compensated on a per annum basis, and occupying a permanent position within the scope of the compensation schedules fixed by this Act, who has not attained the maximum scheduled rate of compensation for the grade in which his position is placed, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of (1) each fifty-two calendar weeks of service if his position is in a grade in which the step-increases are less than \$200, or (2) each seventy-eight calendar weeks of service if his position is in a grade in which the step-increases are \$200 or more, subject to the following conditions:

(A) That no equivalent increase in compensation from any cause was received during such period, except increase made pursuant to section 702 or 1002;

(B) That his current efficiency rating is "good" or better than "good";

(C) That the service and conduct of such officer or employee are certified as being otherwise satisfactory by the department; and

(D) That the benefit of successive step-increases shall be preserved, under regulations issued by the Commission, for officers and employees whose continuous service is interrupted in the public interest by service with the armed forces or by service in essential non-Government civilian employment during a period of war or national emergency.

(b) The term "good" as used in this title shall have the same meaning as when used in the systems of efficiency rating established pursuant to title IX of this Act.

SEC. 702. (a) Within the limit of available appropriations and in accordance with standards promulgated by the Commission, each department is authorized, subject to prior approval by the Commission (except as provided in subsection (b)), to make additional step-increases as a reward for superior accomplishment, but no officer or employee shall be eligible for more than one such additional step-increase within each of the time periods specified in section 701 (a).

(b) The Commission is authorized to delegate to any department the authority to make the additional step-increases provided for in this section, without prior approval in individual cases by the Commission. The Commission may withdraw or suspend such authority whenever review of such actions by the Commission indicates that standards promulgated by the Commission have not been observed, and may restore such authority whenever it is satisfied that subsequent actions will be taken in conformance with such standards.

(c) Each department shall report to the Commission all actions taken under this section, together with the reasons therefor. The Commission shall submit an annual report to Congress covering the numbers and types of actions taken under this section.

SEC. 703. (a) Subject to subsection (b), and as a reward for long and faithful service, each department shall grant an additional step-increase (to be known as a longevity step-increase) beyond the maximum scheduled rate of the grade in which his position is placed, to each officer or employee for each three years of continuous service completed by him at such maximum rate or at a rate in excess thereof authorized by this section without change of grade or rate of basic compensation except such change as may be prescribed by any provision of law of general application.

(b) (1) No officer or employee shall be entitled to a longevity step-increase while holding a position in any grade above grade 10 of the General Schedule.

(2) No officer or employee shall receive a longevity step-increase unless his current efficiency rating is "good" or better than "good", and his service and conduct are certified as being otherwise satisfactory by the department.

(3) No officer or employee shall receive more than one longevity step-increase for any three years of continuous service.

(4) Each longevity step-increase shall be equal to one step-increase of the grade in which the position of the officer or employee is placed.

(5) Not more than three successive longevity step-increases may be granted to any officer or employee.

(6) The officer or employee shall have had, in the aggregate, not less than ten years of service in the position which he then occupies, or in positions of equivalent or higher class or grade.

(c) When an officer or employee, receiving basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 604 (b) (11), section 1105 (b), or any other provision of law, is eligible for his first longevity step-increase beyond the maximum rate of such grade he shall—

(1) receive total basic compensation which is equal to the basic compensation at the maximum scheduled rate for his grade plus such first longevity step-increase, or

(2) continue to receive compensation at such rate in excess of the maximum scheduled rate for his grade, if the compensation at such rate is higher than the total basic compensation specified in paragraph (1).

In case any such officer or employee receiving compensation under paragraph (2) is eligible for a subsequent successive longevity step-increase, he shall—

(A) receive the same total basic compensation which he would be entitled to receive after such subsequent longevity step-increase, if his total basic compensation had, at the time he was eligible for his first longevity step-increase, been determined under paragraph (1), or

(B) continue to receive compensation under paragraph (2) if such compensation is higher than the total basic compensation specified in paragraph (A).

SEC. 704. In computing length of service for the purposes of this title, service immediately preceding the effective date of this title shall be counted toward (1) one step-increase under section 701 and one additional step-increase under section 702, or (2) longevity step-increases under section 703, as the case may be.

SEC. 705. This title shall not apply to the compensation of persons appointed by the President, by and with the advice and consent of the Senate.

TITLE VIII—GENERAL COMPENSATION RULES

SEC. 801. All new appointments shall be made at the minimum rate of the appropriate grade.

SEC. 802. (a) The rate of basic compensation to be received by any officer or employee to whom this Act applies shall be governed by regulations issued by the Commission in conformity with this Act when—

(1) he is transferred from a position to which this Act does not apply;

(2) he is transferred from any position to which this Act applies to another such position;

(3) he is demoted to a position in a lower grade;

(4) he is reinstated, reappointed, or reemployed;

(5) his type of appointment is changed;

(6) his employment status is otherwise changed; or

(7) his position is changed from one grade to another grade.

(b) Any officer or employee who is promoted or transferred to a position in a higher grade shall receive basic compensation at the lowest rate of such higher grade which exceeds his existing rate of basic compensation by not less than one step-increase of the grade

from which he is promoted or transferred. If, in the case of any officer or employee so promoted or transferred who is receiving (1) one or more longevity step-increases under section 703, or (2) basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 604 (b) (11), section 1105 (b), or any other provision of law, there is no rate in such higher grade which is at least one step-increase above his existing rate of basic compensation, he shall receive (A) the maximum scheduled rate of such higher grade, or (B) his existing rate of basic compensation, if such existing rate is the higher.

SEC. 803. The Commission shall make a study of the problem of additional compensation for hazardous employments and submit a report to Congress not later than one year from the date of enactment of this Act, setting forth its findings and such recommendations as it may deem advisable for a future policy and plan with respect to additional compensation for hazardous employments.

TITLE IX—EFFICIENCY RATINGS

SEC. 901. (a) The Commission shall establish and may revive uniform systems of efficiency rating for the appraisal of the service of officers and employees in positions in the classes and grades provided by this Act. Such systems shall set forth degrees of efficiency which shall constitute ground for (1) the recognition of outstanding performance, (2) the granting of increases in the rate of compensation, (3) continuance at the existing rate of compensation, (4) decrease in the rate of compensation of officers and employees who at the time are above the middle rate for the grade in which their positions are placed, and (5) removal from the position or dismissal from the service.

(b) Each department shall rate in accordance with such systems the efficiency of each officer or employee under its jurisdiction. Ratings shall be open to inspection by representatives of the Commission and by officers and employees of the department in accordance with regulations issued by the Commission. Each officer or employee shall have the right to inspect the detailed report of his own rating.

(c) Reductions in compensation, removals from positions, or dismissals from the service shall be made by the departments whenever the efficiency ratings warrant.

SEC. 902. (a) There shall be established in each department one or more boards of review each of which shall be composed of three members. One member, who shall serve as chairman, shall be designated by the Commission; one member shall be designated by the department concerned; and one member shall be designated by the officers and employees of the department concerned in such manner as may be determined by the Commission.

(b) Alternate members shall be designated in the same manner as their respective principal members. The boards of review shall meet at the call of their respective chairmen for the purpose of considering and passing upon the merits of such efficiency ratings assigned to officers and employees as may be submitted to such boards of review as hereinafter provided.

(c) Any officer or employee shall, upon written request to the chairman of the appropriate board of review of his department, be entitled

as a matter of right to a hearing and a review by such board of review of his efficiency rating. At the hearing the officer or employee, and such representative as he may designate, and such representatives of the department as may be designated by the department, shall be afforded an opportunity (1) to submit orally or in writing any information deemed by the board of review to be pertinent to the case, and (2) to hear or examine, and reply to, any such information submitted to such board by other parties. After any such hearing the board may make such adjustment in any such efficiency rating as it may find to be proper.

SEC. 903. The Commission shall make a study of efficiency rating systems in the Federal service and submit a report to Congress on or before February 1, 1950, setting forth its findings as to the operation and administration of such systems and such recommendations (including specific recommendations for legislation) as it may deem advisable.

TITLE X—MANAGEMENT IMPROVEMENT PLAN AND AWARDS

SEC. 1001. (a) In accordance with regulations issued and administered by the Director of the Bureau of the Budget, each department shall make systematic reviews of the operations of each of its activities, functions, or organization units, on a continuing basis.

(b) The purposes of such reviews shall include, among other things, (1) determining the degree of efficiency and economy in the operation of the department's activities, functions, or organization units, (2) identifying the units that are outstanding in those respects, and (3) identifying the supervisors and employees whose personal efforts have caused their units to be outstanding in efficiency and economy of operations.

SEC. 1002. (a) In each department there shall be established an Efficiency Awards Committee, the membership of which shall be designated by the head of the department.

(b) It shall be the duty of the Efficiency Awards Committee (1) to identify those supervisors and employees within the department whose superior accomplishments have contributed to outstanding efficiency and economy in administration, and (2) to award to such supervisors and employees, subject to the approval of the head of the department and to the limitations of subsection (c), cash awards or increases in rates of basic compensation which, in the judgment of the Committee, are commensurate with their demonstrated superior accomplishments: *Provided, however,* That the total amount of such awards or increases to any group of supervisors and employees shall not exceed 25 per centum of the estimated saving to the Government due to their superior accomplishments.

(c) Any such cash award or any such increase in rate of basic compensation shall not exceed an amount equal to three times the step-increase of the applicable grade. Any such increase in rate of basic compensation shall be at one, two, or three times the step-increase of the applicable grade and shall be in lieu of any additional compensation as a reward for superior accomplishment under section 702.

(d) An award under this title shall be given due weight in qualifying and selecting employees for promotion to positions in higher grades.

SEC. 1003. The Bureau of the Budget shall maintain control of the program set forth in this title and shall annually report the results of such program to Congress, with such recommendations as it may deem advisable.

TITLE XI—GENERAL PROVISIONS

SEC. 1101. The Commission is hereby authorized to issue such regulations as may be necessary for the administration of this Act.

SEC. 1102. The Commission shall prepare and submit to the President an annual report with respect to the rates of compensation under, and the administration of, this Act. The President shall submit an annual report to Congress which shall contain, among other matters, such recommendations, based upon the report of the Commission, as he may deem advisable.

SEC. 1103. In the administration of this Act, there shall be no discrimination with respect to any person, or with respect to the position held by any person, on account of sex, marital status, race, creed, or color.

SEC. 1104. Nothing in this Act shall be construed to affect the application to officers and employees to whom this Act applies of the veteran-preference provisions in the Civil Service Act, as amended, and the Veterans' Preference Act of 1944, as amended.

SEC. 1105. (a) Except as provided in subsection (b)—

(1) titles VI, VII, VIII, and XII shall take effect on the first day of the first pay period which begins after the date of enactment of this Act;

(2) all other provisions of this Act shall take effect upon enactment.

(b) With respect to any position which, immediately prior to the date of enactment of this Act, is not subject to the Classification Act of 1923, as amended (including positions in grade 9 of the professional and scientific service or in grade 16 of the clerical, administrative, and fiscal service referred to in section 13 of such Act), but to which this Act applies, this Act shall take effect on a date specified by the Commission, but not later than the first day of the first pay period which begins after six months following the date of enactment of this Act. An officer or employee occupying any such position on such effective date, and receiving basic compensation at a rate in excess of the appropriate rate of the grade in which such position is placed, shall continue to receive basic compensation without change in rate until (1) he leaves such position, or (2) he is entitled to receive basic compensation at a higher rate by reason of the operation of title V or VII. When such position is vacated by such officer or employee, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act.

(c) Employees of the Bureau of Engraving and Printing to whom section 202 (7) applies shall continue to receive compensation at the rates prescribed for the Clerical-Mechanical Service by the Classification Act of 1923, as amended, until their compensation shall have been fixed in accordance with the provisions of such section.

SEC. 1106. (a) Whenever reference is made in any other law to the Classification Act of 1923, as amended, such reference shall be held and considered to mean this Act. Whenever reference is made in any other law to a grade of the Classification Act of 1923, as amended, such reference shall be held and considered to mean the corresponding grade shown in section 604 of this Act.

(b) The application of this Act to any position, officer, or employee shall not be affected by reason of the enactment of subsection (a).

SEC. 1107. There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this Act.

TITLE XII—MISCELLANEOUS PROVISIONS

SEC. 1201. Section 66 of the Farm Credit Act of 1933 (48 Stat. 269) is hereby amended to read as follows:

"SEC. 66. No director, officer, or employee of the Central Bank for Cooperatives, or of any Production Credit Corporation, Production Credit Association, or Bank for Cooperatives shall be paid compensation at a rate in excess of \$13,000 per annum."

SEC. 1202. The following laws and parts of laws are hereby repealed:

- (1) The Classification Act of 1923, as amended;
- (2) Public Resolution Numbered 36, Sixty-eighth Congress, approved June 7, 1924 (43 Stat. 669);
- (3) Public, Numbered 555, Seventieth Congress, approved May 28, 1928 (45 Stat. 776), as amended;
- (4) Public, Numbered 523, Seventy-first Congress, approved July 3, 1930 (46 Stat. 1003), as amended;
- (5) Sections 505, 506, 507, 508, and 509 of the Economy Act, approved June 30, 1932 (47 Stat. 416);
- (6) Sections 3, 4, 5, 6, and 7 of Public, Numbered 880, Seventy-sixth Congress, approved November 26, 1940 (54 Stat. 1212), as amended;
- (7) Public Law 200 (except section 6 thereof), Seventy-seventh Congress, approved August 1, 1941 (55 Stat. 613);
- (8) Public Law 694, Seventy-seventh Congress, approved August 1, 1942 (56 Stat. 733);
- (9) Title IV of the Federal Employees Pay Act of 1945, approved June 30, 1945 (59 Stat. 298); and
- (10) Sections 2 and 12 of the Federal Employees Pay Act of 1946, approved May 24, 1946 (60 Stat. 216, 219).

SEC. 1203. Section 604 (d) of the Federal Employees Pay Act of 1945, as amended, is amended to read as follows:

"(d) (1) Hereafter, for all pay computation purposes affecting officers or employees in or under the executive branch, the judicial branch, or the District of Columbia municipal government, basic per annum rates of compensation established by or pursuant to law shall be regarded as payment for employment during fifty-two basic administrative workweeks of forty hours.

"(2) Whenever for any such purpose it is necessary to convert a basic monthly or annual rate to a basic biweekly, weekly, daily, or hourly rate, the following rules shall govern:

"(A) A monthly rate shall be multiplied by twelve to derive an annual rate;

“(B) An annual rate shall be divided by fifty-two or twenty-six, as the case may be, to derive a weekly or biweekly rate;

“(C) A weekly or biweekly rate shall be divided by forty or eighty, as the case may be, to derive an hourly rate; and

“(D) A daily rate shall be derived by multiplying an hourly rate by the number of daily hours of service required.

“(3) All rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent.”

SEC. 1204. All laws or parts of laws inconsistent with this Act are hereby repealed to the extent of such inconsistency.

Approved October 28, 1949.

GENERAL ACCOUNTING OFFICE

WASHINGTON 25

OFFICE OF
COMPTROLLER GENERAL OF THE UNITED STATES

October 31, 1949

UNITED STATES GOVERNMENT SALARY TABLES

Executive Branch of the Government

40-Hour Week

GENERAL ACCOUNTING OFFICE SALARY TABLE NO. 31

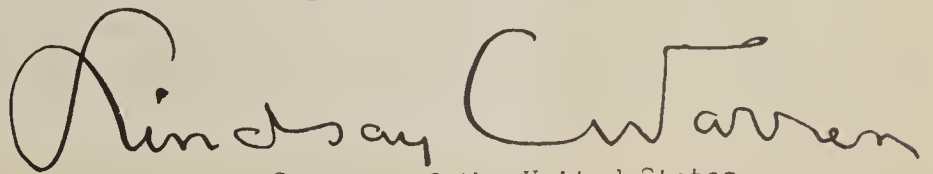
1. For the information of those officers and employees of the Government concerned in the preparation, certification, and payment of civilian pay rolls and pay vouchers covering per annum employees, the accompanying salary table is published to be effective on the first day of the first pay period which begins after October 28, 1949, with respect to those positions which, immediately prior to said date, were subject to the Classification Act of 1923, as amended. Section 1105(b) of the Classification Act of 1949 provides that, "With respect to any position which, immediately prior to the date of enactment of this Act, is not subject to the Classification Act of 1923, as amended *** , but to which this Act applies, this Act shall take effect on a date specified by the Commission, but not later than the first day of the first pay period which begins after six months following the date of enactment of this Act."

2. The salary table herein shows for each salary rate the necessary figures for a full biweekly pay period under the Federal Employees Pay Act of 1945, as amended and supplemented by the Federal Employees Pay Act of 1946, the Federal Employees Salary Act of 1948, and the Classification Act of 1949. Hourly, daily, and overtime unit rates are also shown, and the tax deductions indicated are in accordance with the Revenue Act of 1948.

3. Particular attention is directed to the selected excerpts from the Classification Act of 1949 appearing on pages 2 and 10 herein, which refer to the allocation of grades under the new General Schedule and CPC Schedule.

4. In order that proper examination, certification, and audit may be made of pay rolls or pay vouchers, it is necessary that there be indicated on comprehensive pay rolls, individual pay vouchers, and individual pay records the tax code for the respective payees, as follows:

Persons claiming no income tax withholding exemption..	0
Persons claiming from 1 through 9 exemptions.....	1, 2, etc.
Persons claiming 10 or more exemptions.....	10
Persons not subject to tax withholding.....	X (or XT)


Comptroller General of the United States

Classification Act of 1949:

Sec. 601. There are hereby established the following basic compensation schedules for positions to which this Act applies:

(1) A "General Schedule", the symbol for which shall be "GS", in lieu of the professional and scientific service, the clerical, administrative, and fiscal service, and the subprofessional service specified in section 13 of the Classification Act of 1923, as amended;***.

Sec. 602. (a) The General Schedule shall be divided into eighteen grades of difficulty and responsibility of work,***.

Sec. 604. (b) The rates of basic compensation of officers and employees to whom this Act applies shall be initially adjusted as follows:

(1) In all cases where the number of pay rates within a grade specified in this Act is the same as in the corresponding grade of the Classification Act of 1923, as amended, employees shall have the same relative pay rate of the new grade, except as provided in paragraphs (2), (3), and (11) of this subsection.

(2) Employees in grade 1 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and seventh rate shall have the first, first, second, third, fourth, fifth, and sixth rate, respectively, of grade 1 of the General Schedule.

(3) Employees in grade 2 of the subprofessional service immediately prior to the effective date of this title, at the first, second, third, fourth, fifth, sixth, and seventh rate shall have the second, third, fourth, fifth, sixth, seventh, and seventh rate, respectively, of grade 1 of the General Schedule.

(6) Employees in grade 4 of the professional and scientific service and grade 11 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and sixth rate, respectively, of grade 11 of the General Schedule.

(7) Employees in grade 5 of the professional and scientific service and grade 12 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 12 of the General Schedule.

(8) Employees in grade 6 of the professional and scientific service and grade 13 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 13 of the General Schedule.

(9) Employees in grade 7 of the professional and scientific service and grade 14 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fifth, and sixth rate, respectively, of grade 14 of the General Schedule.

(10) Employees in grade 8 of the professional and scientific service and grade 15 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first and second rate of the grade shall have the third rate of grade 15 of the General Schedule.

(11) Employees receiving a rate of basic compensation, authorized by law, immediately prior to the effective date of this title, in excess of the appropriate new rate of the grade as determined under paragraphs (1) to (10), inclusive, may continue to receive such rate so long as they remain in the same position and grade, but when any such position becomes vacant, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act.

SCHEDULE OF ANNUAL SALARY RATES BY GRADE - GENERAL SCHEDULE

(Authorized by the Classification Act of 1949)

Top figures in each line are the current minimum and additional rates within grade for the new General Schedule (GS) Grades shown at the left. The lower figures are rates for the former Service and Grade in effect immediately prior to the Classification Act of 1949.

SERVICE			SCH.	RATES WITHIN GRADE						
SP	P	CAF	GS	a (Minimum)	b	c	d	e	f	g
1		1	1	2200.00 2020.00 2086.00 2086.00	2280.00 2152.00 2152.00	2360.00 2218.00 2218.00	2440.00 2284.00 2284.00	2520.00 2350.00 2350.00	2600.00 2423.04 2423.04	2680.00 - 2498.28 2498.28 2573.52
2				-	2152.00	2218.00	2284.00	2350.00	2423.04	
3		2	2	2450.00 2284.00	2530.00 2350.00	2610.00 2423.04	2690.00 2498.28	2770.00 2573.52	2850.00 2648.76	2930.00 2724.00
4		3	3	2650.00 2498.28	2730.00 2573.52	2810.00 2648.76	2890.00 2724.00	2970.00 2799.24	3050.00 2874.48	3130.00 2949.72
5		4	4	2875.00 2724.00	2955.00 2799.24	3035.00 2874.48	3115.00 2949.72	3195.00 3024.96	3275.00 3100.20	3355.00 3175.44
6	1	5	5	3100.00 2974.80	3225.00 3100.20	3350.00 3225.60	3475.00 3351.00	3600.00 3476.40	3725.00 3601.80	3850.00 3727.20
7		6	6	3450.00 3351.00	3575.00 3476.40	3700.00 3601.80	3825.00 3727.20	3950.00 3852.60	4075.00 3978.00	4200.00 4103.40
8	2	7	7	3825.00 3727.20	3950.00 3852.60	4075.00 3978.00	4200.00 4103.40	4325.00 4228.80	4450.00 4354.20	4575.00 4479.60
		8	8	4200.00 4103.40	4325.00 4228.80	4450.00 4354.20	4575.00 4479.60	4700.00 4605.00	4825.00 4730.40	4950.00 4855.80
	3	9	9	4600.00 4479.60	4725.00 4605.00	4850.00 4730.40	4975.00 4855.80	5100.00 4981.20	5225.00 5106.60	5350.00 5232.00
		10	10	5000.00 4855.80	5125.00 4981.20	5250.00 5106.60	5375.00 5232.00	5500.00 5357.40	5625.00 5482.80	5750.00 5608.20
	4	11	11	5400.00 5232.00	5600.00 5482.80	5800.00 5733.60	6000.00 5984.40	6200.00 -	6400.00 6235.20	
	5	12	12	6400.00 6235.20	6600.00 6474.60	6800.00 6714.00	7000.00 6953.40	7200.00 7192.80	7400.00 -	
	6	13	13	7600.00 7432.20	7800.00 7671.60	8000.00 7911.00	8200.00 8150.40	8400.00 8389.80	8600.00 -	
	7	14	14	8800.00 8509.50	9000.00 8808.75	9200.00 9108.00	9400.00 -	9600.00 9407.25	9800.00 9706.50	
	8	15	15	10,000.00 -	10,250.00 -	10,500.00 10,305.00 10,330.00	10,750.00 -	11,000.00 -		
			16	11,200.00	11,400.00	11,600.00	11,800.00	12,000.00		
			17	12,200.00	12,400.00	12,600.00	12,800.00	13,000.00		
			18	14,000.00						

FORMER ANNUAL SALARY RATE	GENERAL SCHEDULE GRADES (See Footnote)	NEW ANNUAL SALARY RATE	UNIT RATES			BIWEEKLY		
			REGULAR		OVERTIME	REGULAR SALARY	6% RET. DED.	NET PRIOR TO TAX DED.
			HOURLY	DAILY	HOURLY			
\$ 2020.00 2086.00	1a	\$ 2200	\$ 1.06	\$ 8.48	\$ 1.59	\$ 84.62	\$ 5.08	\$ 79.54
2152.00	1b	2280	1.10	8.80	1.65	87.69	5.26	82.43
2218.00	1c	2360	1.13	9.04	1.70	90.77	5.45	85.32
2284.00	1d	2440	1.17	9.36	1.76	93.85	5.63	88.22
2284.00	2a	2450	1.18	9.44	1.77	94.23	5.65	88.58
2350.00	1e	2520	1.21	9.68	1.82	96.92	5.82	91.10
2350.00	2b	2530	1.22	9.76	1.83	97.31	5.84	91.47
2423.04	1f	2600	1.25	10.00	1.88	100.00	6.00	94.00
2423.04	2c	2610	1.25	10.00	1.88	100.38	6.02	94.36
2498.28	3a	2650	1.27	10.16	1.91	101.92	6.12	95.80
2498.28 2573.52	1g	2680	1.29	10.32	1.94	103.08	6.18	96.90
2498.28	2d	2690	1.29	10.32	1.94	103.46	6.21	97.25
2573.52	3b	2730	1.31	10.48	1.97	105.00	6.30	98.70
2573.52	2e	2770	1.33	10.64	2.00	106.54	6.39	100.15
2648.76	3c	2810	1.35	10.80	2.03	108.08	6.48	101.60
2648.76	2f	2850	1.37	10.96	2.06	109.62	6.58	103.04
2724.00	4a	2875	1.38	11.04	2.07	110.58	6.63	103.95
2724.00	3d	2890	1.39	11.12	2.09	111.15	6.67	104.48
2724.00	2g	2930	1.41	11.28	2.12	112.69	6.76	105.93
2799.24	4b	2955	1.42	11.36	2.13	113.65	6.82	106.83
2799.24	3e	2970	1.43	11.44	2.15	114.23	6.85	107.38
2874.48	4c	3035	1.46	11.68	2.14	116.73	7.00	109.73
2874.48	3f	3050	1.47	11.76	2.14	117.31	7.04	110.27
2974.80	5a	3100	1.49	11.92	2.13	119.23	7.15	112.08
2949.72	4d	3115	1.50	12.00	2.12	119.81	7.19	112.62
2949.72	3g	3130	1.50	12.00	2.12	120.38	7.22	113.16
3024.96	4e	3195	1.54	12.32	2.11	122.88	7.37	115.51
3100.20	5b	3225	1.55	12.40	2.10	124.04	7.44	116.60
3100.20	4f	3275	1.57	12.56	2.09	125.96	7.56	118.40
3225.60	5c	3350	1.61	12.88	2.08	128.85	7.73	121.12
3175.44	4g	3355	1.61	12.88	2.08	129.04	7.74	121.30
3351.00	6a	3450	1.66	13.28	2.06	132.69	7.96	124.73
3351.00	5d	3475	1.67	13.36	2.06	133.65	8.02	125.63
3476.40	6b	3575	1.72	13.76	2.04	137.50	8.25	129.25

NOTE - In this column, the new annual rates are identified by numerals referring to the grades and by small letters "a", "b", etc., referring to the rates (minimum thru maximum) within the particular grade.

TAX WITHHOLDING DEDUCTION AND NET TO PAY
(Upper Figure is the Deduction; Lower, Net to Pay)

NUMBER OF WITHHOLDING EXEMPTIONS CLAIMED-

0	1	2	3	4	5	6	7	8	9	10 or MORE
12.70	8.90	5.00	1.20	.00	.00	.00	.00	.00	.00	.00
66.84	70.64	74.54	78.34	79.54	79.54	79.54	79.54	79.54	79.54	79.54
13.00	9.20	5.30	1.50	.00	.00	.00	.00	.00	.00	.00
69.43	73.23	77.13	80.93	82.43	82.43	82.43	82.43	82.43	82.43	82.43
13.60	9.80	5.90	2.10	.00	.00	.00	.00	.00	.00	.00
71.72	75.52	79.42	83.22	85.32	85.32	85.32	85.32	85.32	85.32	85.32
13.90	10.10	6.20	2.40	.00	.00	.00	.00	.00	.00	.00
74.32	78.12	82.02	85.82	88.22	88.22	88.22	88.22	88.22	88.22	88.22
14.20	10.40	6.50	2.70	.00	.00	.00	.00	.00	.00	.00
74.38	78.18	82.08	85.88	88.58	88.58	88.58	88.58	88.58	88.58	88.58
14.50	10.70	6.80	3.00	.00	.00	.00	.00	.00	.00	.00
76.60	80.40	84.30	88.10	91.10	91.10	91.10	91.10	91.10	91.10	91.10
14.50	10.70	6.80	3.00	.00	.00	.00	.00	.00	.00	.00
76.97	80.77	84.67	88.47	91.47	91.47	91.47	91.47	91.47	91.47	91.47
15.10	11.30	7.40	3.60	.00	.00	.00	.00	.00	.00	.00
78.90	82.70	86.60	90.40	94.00	94.00	94.00	94.00	94.00	94.00	94.00
15.10	11.30	7.40	3.60	.00	.00	.00	.00	.00	.00	.00
79.26	83.06	86.96	90.76	94.36	94.36	94.36	94.36	94.36	94.36	94.36
15.10	11.30	7.40	3.60	.00	.00	.00	.00	.00	.00	.00
80.70	84.50	88.40	92.20	95.80	95.80	95.80	95.80	95.80	95.80	95.80
15.40	11.60	7.70	3.90	.10	.00	.00	.00	.00	.00	.00
81.50	85.30	89.20	93.00	96.80	96.90	96.90	96.90	96.90	96.90	96.90
15.40	11.60	7.70	3.90	.10	.00	.00	.00	.00	.00	.00
81.85	85.65	89.55	93.35	97.15	97.25	97.25	97.25	97.25	97.25	97.25
15.70	11.90	8.00	4.20	.40	.00	.00	.00	.00	.00	.00
83.00	86.80	90.70	94.50	98.30	98.70	98.70	98.70	98.70	98.70	98.70
16.00	12.20	8.30	4.50	.70	.00	.00	.00	.00	.00	.00
84.15	87.95	91.85	95.65	99.45	100.15	100.15	100.15	100.15	100.15	100.15
16.30	12.50	8.60	4.80	1.00	.00	.00	.00	.00	.00	.00
85.30	89.10	93.00	96.80	100.60	101.60	101.60	101.60	101.60	101.60	101.60
16.30	12.50	8.60	4.80	1.00	.00	.00	.00	.00	.00	.00
86.74	90.54	94.44	98.24	102.04	103.04	103.04	103.04	103.04	103.04	103.04
16.60	12.80	8.90	5.10	1.30	.00	.00	.00	.00	.00	.00
87.35	91.15	95.05	98.85	102.65	103.95	103.95	103.95	103.95	103.95	103.95
16.60	12.80	8.90	5.10	1.30	.00	.00	.00	.00	.00	.00
87.88	91.68	95.58	99.38	103.18	104.48	104.48	104.48	104.48	104.48	104.48
16.90	13.10	9.20	5.40	1.60	.00	.00	.00	.00	.00	.00
89.03	92.83	96.73	100.53	104.33	105.93	105.93	105.93	105.93	105.93	105.93
16.90	13.10	9.20	5.40	1.60	.00	.00	.00	.00	.00	.00
89.93	93.73	97.63	101.43	105.23	106.83	106.83	106.83	106.83	106.83	106.83
17.20	13.40	9.50	5.70	1.90	.00	.00	.00	.00	.00	.00
90.18	93.98	97.88	101.68	105.48	107.38	107.38	107.38	107.38	107.38	107.38
17.50	13.60	9.80	6.00	2.20	.00	.00	.00	.00	.00	.00
92.23	96.13	99.93	103.73	107.53	109.73	109.73	109.73	109.73	109.73	109.73
17.50	13.60	9.80	6.00	2.20	.00	.00	.00	.00	.00	.00
92.77	96.67	100.47	104.27	108.07	110.27	110.27	110.27	110.27	110.27	110.27
17.80	13.90	10.10	6.30	2.50	.00	.00	.00	.00	.00	.00
94.28	98.18	101.98	105.78	109.58	112.08	112.08	112.08	112.08	112.08	112.08
17.80	13.90	10.10	6.30	2.50	.00	.00	.00	.00	.00	.00
94.82	98.72	102.52	106.32	110.12	112.62	112.62	112.62	112.62	112.62	112.62
18.20	14.40	10.60	6.70	2.90	.00	.00	.00	.00	.00	.00
94.96	98.76	102.56	106.46	110.26	113.16	113.16	113.16	113.16	113.16	113.16
18.20	14.40	10.60	6.70	2.90	.00	.00	.00	.00	.00	.00
97.31	101.11	104.91	108.81	112.61	115.51	115.51	115.51	115.51	115.51	115.51
18.80	15.00	11.20	7.30	3.50	.00	.00	.00	.00	.00	.00
97.80	101.60	105.40	109.30	113.10	116.60	116.60	116.60	116.60	116.60	116.60
18.80	15.00	11.20	7.30	3.50	.00	.00	.00	.00	.00	.00
99.60	103.40	107.20	111.10	114.90	118.40	118.40	118.40	118.40	118.40	118.40
19.40	15.60	11.80	7.90	4.10	.30	.00	.00	.00	.00	.00
101.72	105.52	109.32	113.22	117.02	120.82	121.12	121.12	121.12	121.12	121.12
19.40	15.60	11.80	7.90	4.10	.30	.00	.00	.00	.00	.00
101.90	105.70	109.50	113.40	117.20	121.00	121.30	121.30	121.30	121.30	121.30
20.00	16.20	12.40	8.50	4.70	.90	.00	.00	.00	.00	.00
104.73	108.53	112.33	116.23	120.03	123.83	124.73	124.73	124.73	124.73	124.73
20.00	16.20	12.40	8.50	4.70	.90	.00	.00	.00	.00	.00
105.63	109.43	113.23	117.13	120.93	124.73	125.63	125.63	125.63	125.63	125.63
20.60	16.80	13.00	9.10	5.30	1.50	.00	.00	.00	.00	.00
108.65	112.45	116.25	120.15	123.95	127.75	129.25	129.25	129.25	129.25	129.25

FORMER ANNUAL SALARY RATE	GENERAL SCHEDULE GRADES (See Footnote)	NEW ANNUAL SALARY RATE	UNIT RATES			BIWEEKLY		
			REGULAR		OVERTIME	REGULAR SALARY	6% RET. DED.	NET PRIOR TO TAX DED.
			HOURLY	DAILY	HOURLY			
\$ 3476.40	5e	\$ 3600	\$ 1.73	\$13.84	\$ 2.03	\$138.46	\$ 8.31	\$130.15
3601.80	6c	3700	1.78	14.24	2.02	142.31	8.54	133.77
3601.80	5f	3725	1.79	14.32	2.01	143.27	8.60	134.67
3727.20	7a - 6d	3825	1.84	14.72	1.99	147.12	8.83	138.29
3727.20	5g	3850	1.85	14.80	1.99	148.08	8.88	139.20
3852.60	7b - 6e	3950	1.90	15.20	1.97	151.92	9.12	142.80
3978.00	7c - 6f	4075	1.96	15.68	1.95	156.73	9.40	147.33
4103.40	8a - 7d - 6g	4200	2.02	16.16	1.92	161.54	9.69	151.85
4228.80	8b - 7e	4325	2.08	16.64	1.90	166.35	9.98	156.37
4354.20	8c - 7f	4450	2.14	17.12	1.88	171.15	10.27	160.88
4479.60	8d - 7g	4575	2.20	17.60	1.85	175.96	10.56	165.40
4479.60	9a	4600	2.21	17.68	1.85	176.92	10.62	166.30
4605.00	8e	4700	2.26	18.08	1.83	180.77	10.85	169.92
4605.00	9b	4725	2.27	18.16	1.83	181.73	10.90	170.83
4730.40	8f	4825	2.32	18.56	1.81	185.58	11.13	174.45
4730.40	9c	4850	2.33	18.64	1.80	186.54	11.19	175.35
4855.80	8g	4950	2.38	19.04	1.79	190.38	11.42	178.96
4855.80	9d	4975	2.39	19.12	1.78	191.35	11.48	179.87
4855.80	10a	5000	2.40	19.20	1.78	192.31	11.54	180.77
4981.20	9e	5100	2.45	19.60	1.76	196.15	11.77	184.38
4981.20	10b	5125	2.46	19.68	1.75	197.12	11.83	185.29
5106.60	9f	5225	2.51	20.08	1.73	200.96	12.06	188.90
5106.60	10c	5250	2.52	20.16	1.73	201.92	12.12	189.80
5232.00	9g	5350	2.57	20.56	1.71	205.77	12.35	193.42
5232.00	10d	5375	2.58	20.64	1.71	206.73	12.40	194.33
5232.00	11a	5400	2.60	20.80	1.70	207.69	12.46	195.23
5357.40	10e	5500	2.64	21.12	1.68	211.54	12.69	198.85
5482.80	11b	5600	2.69	21.52	1.67	215.38	12.92	202.46
5482.80	10f	5625	2.70	21.60	1.66	216.35	12.98	203.37
5608.20	10g	5750	2.76	22.08	1.64	221.15	13.27	207.88
5733.60	11c	5800	2.79	22.32	1.63	223.08	13.38	209.70
5984.40	11d	6000	2.88	23.04	1.59	230.77	13.85	216.92
-	11e	6200	2.98	23.84	1.55	238.46	14.31	224.15
6235.20	12a 11f	6400	3.08	24.64	1.52	246.15	14.77	231.38

NOTE- In this column, the new annual rates are identified by numerals referring to the grades and by small letters "a", "b", etc., referring to the rates (minimum thru maximum) within the particular grade.

TAX WITHHOLDING DEDUCTION AND NET TO PAY
(Upper Figure is the Deduction; Lower, Net to Pay)

NUMBER OF WITHHOLDING EXEMPTIONS CLAIMED-

0	1	2	3	4	5	6	7	8	9	10 or MORE
20.60	16.80	13.00	9.10	5.30	1.50	.00	.00	.00	.00	.00
109.55	113.35	117.15	121.05	124.85	128.65	130.15	130.15	130.15	130.15	130.15
21.20	17.40	13.60	9.70	5.90	2.10	.00	.00	.00	.00	.00
112.57	116.37	120.17	124.07	127.87	131.67	133.77	133.77	133.77	133.77	133.77
21.20	17.40	13.60	9.70	5.90	2.10	.00	.00	.00	.00	.00
113.47	117.27	121.07	124.97	128.77	132.57	134.67	134.67	134.67	134.67	134.67
21.80	18.00	14.20	10.30	6.50	2.70	.00	.00	.00	.00	.00
116.49	120.29	124.09	127.99	131.79	135.59	138.29	138.29	138.29	138.29	138.29
22.40	18.60	14.70	10.90	7.10	3.30	.00	.00	.00	.00	.00
116.80	120.60	124.50	128.30	132.10	135.90	139.20	139.20	139.20	139.20	139.20
22.40	18.60	14.70	10.90	7.10	3.30	.00	.00	.00	.00	.00
120.40	124.20	128.10	131.90	135.70	139.50	142.80	142.80	142.80	142.80	142.80
23.60	19.80	15.90	12.10	8.30	4.50	.60	.00	.00	.00	.00
123.73	127.53	131.43	135.23	139.03	142.83	146.73	147.33	147.33	147.33	147.33
24.20	20.40	16.50	12.70	8.90	5.00	1.20	.00	.00	.00	.00
127.65	131.45	135.35	139.15	142.95	146.85	150.65	151.85	151.85	151.85	151.85
24.80	21.00	17.10	13.30	9.50	5.60	1.80	.00	.00	.00	.00
131.57	135.37	139.27	143.07	146.87	150.77	154.57	156.37	156.37	156.37	156.37
25.40	21.60	17.70	13.90	10.10	6.20	2.40	.00	.00	.00	.00
135.48	139.28	143.18	146.98	150.78	154.68	158.48	160.88	160.88	160.88	160.88
26.00	22.20	18.30	14.50	10.70	6.80	3.00	.00	.00	.00	.00
139.40	143.20	147.10	150.90	154.70	158.60	162.40	165.40	165.40	165.40	165.40
26.60	22.80	18.90	15.10	11.30	7.40	3.60	.00	.00	.00	.00
139.70	143.50	147.40	151.20	155.00	158.90	162.70	166.30	166.30	166.30	166.30
27.20	23.40	19.50	15.70	11.90	8.00	4.20	.40	.00	.00	.00
142.72	146.52	150.42	154.22	158.02	161.92	165.72	169.52	169.92	169.92	169.92
27.20	23.40	19.50	15.70	11.90	8.00	4.20	.40	.00	.00	.00
143.63	147.43	151.33	155.13	158.93	162.83	166.63	170.43	170.83	170.83	170.83
27.80	24.00	20.10	16.30	12.50	8.60	4.80	1.00	.00	.00	.00
146.65	150.45	154.35	158.15	161.95	165.85	169.65	173.45	174.45	174.45	174.45
27.80	24.00	20.10	16.30	12.50	8.60	4.80	1.00	.00	.00	.00
147.55	151.35	155.25	159.05	162.85	166.75	170.55	174.35	175.35	175.35	175.35
28.40	24.60	20.70	16.90	13.10	9.20	5.40	1.60	.00	.00	.00
150.56	154.36	158.26	162.06	165.86	169.76	173.56	177.36	178.96	178.96	178.96
28.40	24.60	20.70	16.90	13.10	9.20	5.40	1.60	.00	.00	.00
151.47	155.27	159.17	162.97	166.77	170.67	174.47	178.27	179.87	179.87	179.87
29.00	25.20	21.30	17.50	13.70	9.80	6.00	2.20	.00	.00	.00
151.77	155.57	159.47	163.27	167.07	170.97	174.77	178.57	180.77	180.77	180.77
29.60	25.80	21.90	18.10	14.30	10.40	6.60	2.80	.00	.00	.00
154.78	158.58	162.48	166.28	170.08	173.98	177.78	181.58	184.38	184.38	184.38
29.60	25.80	21.90	18.10	14.30	10.40	6.60	2.80	.00	.00	.00
155.69	159.49	163.39	167.19	170.99	174.89	178.69	182.49	185.29	185.29	185.29
30.60	26.80	23.00	19.10	15.30	11.50	7.60	3.80	.00	.00	.00
158.30	162.10	165.90	169.80	173.60	177.40	181.30	185.10	188.90	188.90	188.90
30.60	26.80	23.00	19.10	15.30	11.50	7.60	3.80	.00	.00	.00
159.20	163.00	166.80	170.70	174.50	178.30	182.20	186.00	189.80	189.80	189.80
30.60	26.80	23.00	19.10	15.30	11.50	7.60	3.80	.00	.00	.00
162.82	166.62	170.42	174.32	178.12	181.92	185.82	189.62	193.42	193.42	193.42
30.60	26.80	23.00	19.10	15.30	11.50	7.60	3.80	.00	.00	.00
163.73	167.53	171.33	175.23	179.03	182.83	186.73	190.53	194.33	194.33	194.33
30.60	26.80	23.00	19.10	15.30	11.50	7.60	3.80	.00	.00	.00
164.63	168.43	172.23	176.13	179.93	183.73	187.63	191.43	195.23	195.23	195.23
32.10	28.30	24.50	20.60	16.80	13.00	9.10	5.30	1.50	.00	.00
166.75	170.55	174.35	178.25	182.05	185.85	189.75	193.55	197.35	198.85	198.85
32.10	28.30	24.50	20.60	16.80	13.00	9.10	5.30	1.50	.00	.00
170.36	174.16	177.96	181.86	185.66	189.46	193.36	197.16	200.96	202.46	202.46
32.10	28.30	24.50	20.60	16.80	13.00	9.10	5.30	1.50	.00	.00
171.27	175.07	178.87	182.77	186.57	190.37	194.27	198.07	201.87	203.37	203.37
33.60	29.80	26.00	22.10	18.30	14.50	10.60	6.80	3.00	.00	.00
174.28	178.08	181.88	185.78	189.58	193.38	197.28	201.08	204.88	207.88	207.88
33.60	29.80	26.00	22.10	18.30	14.50	10.60	6.80	3.00	.00	.00
176.10	179.90	183.70	187.60	191.40	195.20	199.10	202.90	206.70	209.70	209.70
35.10	31.30	27.40	23.60	19.80	16.00	12.10	8.30	4.50	.60	.00
181.82	185.62	189.52	193.32	197.12	200.92	204.82	208.62	212.42	216.32	216.92
35.10	31.30	27.40	23.60	19.80	16.00	12.10	8.30	4.50	.60	.00
189.05	192.85	196.75	200.55	204.35	208.15	212.05	215.85	219.65	223.55	224.15
36.60	32.80	28.90	25.10	21.30	17.40	13.60	9.80	6.00	2.10	.00
194.78	198.58	202.48	206.28	210.08	213.98	217.78	221.58	225.38	229.28	231.38

FORMER ANNUAL SALARY RATE	GENERAL SCHEDULE GRADES (See Footnote)	NEW ANNUAL SALARY RATE	UNIT RATES			BIWEEKLY		
			REGULAR		OVERTIME	REGULAR SALARY	6% RET. DED.	NET PRIOR TO TAX DED.
			HOURLY	DAILY	HOURLY			
\$ 6474.60	12b	\$ 6600	\$ 3.17	\$25.36	\$ 1.51	\$253.85	\$15.23	\$238.62
6714.00	12c	6800	3.27	26.16	1.51	261.54	15.69	245.85
6953.40	12d	7000	3.37	26.96	1.51	269.23	16.15	253.08
7192.80	12e	7200	3.46	27.68	1.51	276.92	16.62	260.30
-	12f	7400	3.56	28.48	1.51	284.62	17.08	267.54
7432.20	13a	7600	3.65	29.20	1.51	292.31	17.54	274.77
7671.60	13b	7800	3.75	30.00	1.51	300.00	18.00	282.00
7911.00	13c	8000	3.85	30.80	1.51	307.69	18.46	289.23
8150.40	13d	8200	3.94	31.52	1.51	315.38	18.92	296.46
8389.80	13e	8400	4.04	32.32	1.51	323.08	19.38	303.70
-	13f	8600	4.13	33.04	1.51	330.77	19.85	310.92
8509.50	14a	8800	4.23	33.84	1.51	338.46	20.31	318.15
8808.75	14b	9000	4.33	34.64	1.51	346.15	20.77	325.38
9108.00	14c	9200	4.42	35.36	1.51	353.85	21.23	332.62
-	14d	9400	4.52	36.16	1.51	361.54	21.69	339.85
9407.25	14e	9600	4.62	36.96	1.51	369.23	22.15	347.08
9706.50	14f	9800	4.71	37.68	1.51	376.92	22.62	354.30
-	15a	10,000	4.81	38.48	1.51	384.62	23.08	361.54
-	15b	10,250	4.93	39.44	1.51	394.23	23.65	370.58
10,305.00 10,330.00	15c	10,500	5.05	40.40	1.51	403.85	24.23	379.62
-	15d	10,750	5.17	41.36	1.51	413.46	24.81	388.65
-	15e	11,000	5.29	42.32	1.51	423.08	25.38	397.70
-	16a	11,200	5.38	43.04	1.51	430.77	25.85	404.92
-	16b	11,400	5.48	43.84	1.51	438.46	26.31	412.15
-	16c	11,600	5.58	44.64	1.51	446.15	26.77	419.38
-	16d	11,800	5.67	45.36	1.51	453.85	27.23	426.62
-	16e	12,000	5.77	46.16	1.51	461.54	27.69	433.85
-	17a	12,200	5.87	46.96	1.51	469.23	28.15	441.08
-	17b	12,400	5.96	47.68	1.51	476.92	28.62	448.30
-	17c	12,600	6.06	48.48	1.51	484.62	29.08	455.54
-	17d	12,800	6.15	49.20	1.51	492.31	29.54	462.77
-	17e	13,000	6.25	50.00	1.51	500.00	30.00	470.00
-	18a	14,000	6.73	53.84	1.51	538.46	32.31	506.15

NOTE - In this column, the new annual rates are identified by numerals referring to the grades and by small letters "a", "b", etc., referring to the rates (minimum thru maximum) within the particular grade.

TAX WITHHOLDING DEDUCTION AND NET TO PAY
(Upper Figure is the Deduction; Lower, Net to Pay)

NUMBER OF WITHHOLDING EXEMPTIONS CLAIMED-

0	1	2	3	4	5	6	7	8	9	10 or MORE
38.10	34.30	30.40	26.60	22.80	18.90	15.10	11.30	7.50	3.60	.00
200.52	204.32	208.22	212.02	215.82	219.72	223.52	227.32	231.12	235.02	238.62
39.60	35.80	31.90	28.10	24.30	20.40	16.60	12.80	8.90	5.10	1.30
206.25	210.05	213.95	217.75	221.55	225.45	229.25	233.05	236.95	240.75	244.55
39.60	35.80	31.90	28.10	24.30	20.40	16.60	12.80	8.90	5.10	1.30
213.48	217.28	221.18	224.98	228.78	232.68	236.48	240.28	244.18	247.98	251.78
41.10	37.30	33.40	29.60	25.80	21.90	18.10	14.30	10.40	6.60	2.80
219.20	223.00	226.90	230.70	234.50	238.40	242.20	246.00	249.90	253.70	257.50
42.60	38.70	34.90	31.10	27.30	23.40	19.60	15.80	11.90	8.10	4.30
224.94	228.84	232.64	236.44	240.24	244.14	247.94	251.74	255.64	259.44	263.24
44.10	40.20	36.40	32.60	28.70	24.90	21.10	17.30	13.40	9.60	5.80
230.67	234.57	238.37	242.17	246.07	249.87	253.67	257.47	261.37	265.17	268.97
46.30	42.50	38.70	34.80	31.00	27.20	23.30	19.50	15.70	11.80	8.00
235.70	239.50	243.30	247.20	251.00	254.80	258.70	262.50	266.30	270.20	274.00
46.30	42.50	38.70	34.80	31.00	27.20	23.30	19.50	15.70	11.80	8.00
242.93	246.73	250.53	254.43	258.23	262.03	265.93	269.73	273.53	277.43	281.23
46.30	42.50	38.70	34.80	31.00	27.20	23.30	19.50	15.70	11.80	8.00
250.16	253.96	257.76	261.66	265.46	269.26	273.16	276.96	280.76	284.66	288.46
49.30	45.50	41.60	37.80	34.00	30.10	26.30	22.50	18.70	14.80	11.00
254.40	258.20	262.10	265.90	269.70	273.60	277.40	281.20	285.00	288.90	292.70
49.30	45.50	41.60	37.80	34.00	30.10	26.30	22.50	18.70	14.80	11.00
261.62	265.42	269.32	273.12	276.92	280.82	284.62	288.42	292.22	296.12	299.92
49.30	45.50	41.60	37.80	34.00	30.10	26.30	22.50	18.70	14.80	11.00
268.85	272.65	276.55	280.35	284.15	288.05	291.85	295.65	299.45	303.35	307.15
52.30	48.50	44.60	40.80	37.00	33.10	29.30	25.50	21.60	17.80	14.00
273.08	276.88	280.78	284.58	288.38	292.28	296.08	299.88	303.78	307.58	311.38
52.30	48.50	44.60	40.80	37.00	33.10	29.30	25.50	21.60	17.80	14.00
280.32	284.12	288.02	291.82	295.62	299.52	303.32	307.12	311.02	314.82	318.62
55.30	51.40	47.60	43.80	40.00	36.10	32.30	28.50	24.60	20.80	17.00
284.55	288.45	292.25	296.05	299.85	303.75	307.55	311.35	315.25	319.05	322.85
55.30	51.40	47.60	43.80	40.00	36.10	32.30	28.50	24.60	20.80	17.00
291.78	295.68	299.48	303.28	307.08	310.98	314.78	318.58	322.48	326.28	330.08
55.30	51.40	47.60	43.80	40.00	36.10	32.30	28.50	24.60	20.80	17.00
299.00	302.90	306.70	310.50	314.30	318.20	322.00	325.80	329.70	333.50	337.30
58.30	54.40	50.60	46.80	42.90	39.10	35.30	31.50	27.60	23.80	20.00
303.24	307.14	310.94	314.74	318.64	322.44	326.24	330.04	333.94	337.74	341.54
58.30	54.40	50.60	46.80	42.90	39.10	35.30	31.50	27.60	23.80	20.00
312.28	316.18	319.98	323.78	327.68	331.48	335.28	339.08	342.98	346.78	350.58
60.38	56.48	52.68	48.88	44.98	41.18	37.38	33.48	29.68	25.88	22.08
319.24	323.14	326.94	330.74	334.64	338.44	342.24	346.14	349.94	353.74	357.54
61.82	57.92	54.12	50.32	46.42	42.62	38.82	34.92	31.12	27.32	23.52
326.83	330.73	334.53	338.33	342.23	346.03	349.83	353.73	357.53	361.33	365.13
63.26	59.36	55.56	51.76	47.86	44.06	40.26	36.36	32.56	28.76	24.96
334.44	338.34	342.14	345.94	349.84	353.64	357.44	361.34	365.14	368.94	372.74
64.42	60.52	56.72	52.92	49.02	45.22	41.42	37.52	33.72	29.92	26.12
340.50	344.40	348.20	352.00	355.90	359.70	363.50	367.40	371.20	375.00	378.80
65.57	61.67	57.87	54.07	50.17	46.37	42.57	38.67	34.87	31.07	27.27
346.58	350.48	354.28	358.08	361.98	365.78	369.58	373.48	377.28	381.08	384.88
66.72	62.82	59.02	55.22	51.32	47.52	43.72	39.82	36.02	32.22	28.42
352.66	356.56	360.36	364.16	368.06	371.86	375.66	379.56	383.36	387.16	390.96
67.88	63.98	60.18	56.38	52.48	48.68	44.88	40.98	37.18	33.38	29.58
358.74	362.64	366.44	370.24	374.14	377.94	381.74	385.64	389.44	393.24	397.04
69.03	65.13	61.33	57.53	53.63	49.83	46.03	42.13	38.33	34.53	30.73
364.82	368.72	372.52	376.32	380.22	384.02	387.82	391.72	395.52	399.32	403.12
70.18	66.28	62.48	58.68	54.78	50.98	47.18	43.28	39.48	35.68	31.88
370.90	374.80	378.60	382.40	386.30	390.10	393.90	397.80	401.60	405.40	409.20
71.34	67.44	63.64	59.84	55.94	52.14	48.34	44.44	40.64	36.84	33.04
376.96	380.86	384.66	388.46	392.36	396.16	399.96	403.86	407.66	411.46	415.26
72.49	68.59	64.79	60.99	57.09	53.29	49.49	45.59	41.79	37.99	34.19
383.05	386.95	390.75	394.55	398.45	402.25	406.05	409.95	413.75	417.55	421.35
73.65	69.75	65.95	62.15	58.25	54.45	50.65	46.75	42.95	39.15	35.35
389.12	393.02	396.82	400.62	404.52	408.32	412.12	416.02	419.82	423.62	427.42
74.80	70.90	67.10	63.30	59.40	55.60	51.80	47.90	44.10	40.30	36.50
395.20	399.10	402.90	406.70	410.60	414.40	418.20	422.10	425.90	429.70	433.50
80.57	76.67	72.87	69.07	65.17	61.37	57.57	53.67	49.87	46.07	42.27
425.58	429.48	433.28	437.08	440.98	444.78	448.58	452.48	456.28	460.08	463.88

Classification Act of 1949:

Sec. 601. There are hereby established the following basic compensation schedules for positions to which this Act applies:

(2) A "Crafts, Protective, and Custodial Schedule", the symbol for which shall be "CPC", in lieu of the crafts, protective, and custodial service***.

Sec. 602. (b) The Crafts, Protective, and Custodial Schedule shall be divided into ten grades of difficulty and responsibility of work,***.

Sec. 603. (c) (2) Charwomen working part time shall be paid at the rate of \$2,400 per annum, and head charwomen working part time at the rate of \$2,540 per annum.

(d) Whenever payment is made on the basis of a daily, hourly, weekly, biweekly, or monthly rate, such rate shall be computed from the appropriate annual rate specified in subsection (b) or (c) by the method prescribed in section 604 (d) of the Federal Employees Pay Act of 1945.

Sec. 604. (b) The rates of basic compensation of officers and employees to whom this Act applies shall be initially adjusted as follows:

(1) In all cases where the number of pay rates within a grade specified in this Act is the same as in the corresponding grade of the Classification Act of 1923, as amended, employees shall have the same relative pay rate of the new grade, except as provided in paragraphs***(11) of this subsection.

(4) Employees in grade 1 of the crafts, protective, and custodial service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, third, fourth, sixth, and seventh rate, respectively, of grade 1 of the Crafts, Protective, and Custodial Schedule.

(5) Employees in grades 2 and 3 of the crafts, protective, and custodial service immediately prior to the effective date of this title, shall have the same relative pay rate of the first six rates of grades 2 and 3, respectively, of the Crafts, Protective, and Custodial Schedule.

(11) Employees receiving a rate of basic compensation, authorized by law, immediately prior to the effective date of this title, in excess of the appropriate new rate of the grade as determined under paragraphs (1) to (10), inclusive, may continue to receive such rate so long as they remain in the same position and grade, but when any such position becomes vacant, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act.

SCHEDULE OF ANNUAL SALARY RATES BY GRADE - C P C SCHEDULE
(Authorized by the Classification Act of 1949)

Top figures in each line are the current minimum and additional rates within grade for the new Crafts, Protective and Custodial Schedule (CPC) Grades shown at the left. The lower figures are rates for the former Service and Grade in effect immediately prior to the Classification Act of 1949.

SERV.	SCH.	RATES WITHIN GRADE						
CPC	CPC	a (Minimum)	b	c	d	e	f	g
1	1	1510.00 1410.00	1570.00 -	1630.00 1500.00	1690.00 1588.00	1750.00 -	1810.00 1660.00	1870.00 1732.00
2	2	2120.00 2020.00	2190.00 2086.00	2260.00 2152.00	2330.00 2218.00	2400.00 2284.00	2470.00 2350.00	2540.00 -
3	3	2252.00 2152.00	2332.00 2218.00	2412.00 2284.00	2492.00 2350.00	2572.00 2423.04	2652.00 2498.28	2732.00 -
4	4	2450.00 2350.00	2530.00 2423.04	2610.00 2498.28	2690.00 2573.52	2770.00 2648.76	2850.00 2724.00	2930.00 2799.24
5	5	2674.00 2573.52	2754.00 2648.76	2834.00 2724.00	2914.00 2799.24	2994.00 2874.48	3074.00 2949.72	3154.00 3024.96
6	6	2900.00 2799.24	2980.00 2874.48	3060.00 2949.72	3140.00 3024.96	3220.00 3100.20	3300.00 3175.44	3380.00 3250.68
7	7	3125.00 3024.96	3225.00 3100.20	3325.00 3175.44	3425.00 3250.68	3525.00 3351.00	3625.00 3476.40	3725.00 3601.80
8	8	3400.00 3225.60	3525.00 3351.00	3650.00 3476.40	3775.00 3601.80	3900.00 3727.20	4025.00 3852.60	4150.00 3978.00
9	9	3775.00 3601.80	3900.00 3727.20	4025.00 3852.60	4150.00 3978.00	4275.00 4103.40	4400.00 4228.80	4525.00 4354.20
10	10	4150.00 3978.00	4275.00 4103.40	4400.00 4228.80	4525.00 4354.20	4650.00 4479.60	4775.00 4605.00	4900.00 4730.40

FORMER ANNUAL SALARY RATE	CPC SCHEDULE GRADES (See Footnote)	NEW ANNUAL SALARY RATE	UNIT RATES			BIWEEKLY		
			REGULAR		OVERTIME	REGULAR SALARY	6% RET. DED.	NET PRIOR TO TAX DED.
			HOURLY	DAILY	HOURLY			
\$ 1410.00	1a	\$ 1510	\$.73	\$ 5.84	\$ 1.10	\$ 58.08	\$ 3.48	\$ 54.60
-	1b	1570	.75	6.00	1.13	60.38	3.62	56.76
1500.00	1c	1630	.78	6.24	1.17	62.69	3.76	58.93
1588.00	1d	1690	.81	6.48	1.22	65.00	3.90	61.10
-	1e	1750	.84	6.72	1.26	67.31	4.04	63.27
1660.00	1f	1810	.87	6.96	1.31	69.62	4.18	65.44
1732.00	1g	1870	.90	7.20	1.35	71.92	4.32	67.60
2020.00	2a	2120	1.02	8.16	1.53	81.54	4.89	76.65
2086.00	2b	2190	1.05	8.40	1.58	84.23	5.05	79.18
2152.00	3a	2252	1.08	8.64	1.62	86.62	5.20	81.42
2152.00	2c	2260	1.09	8.72	1.64	86.92	5.22	81.70
2218.00	2d	2330	1.12	8.96	1.68	89.62	5.38	84.24
2218.00	3b	2332	1.12	8.96	1.68	89.69	5.38	84.31
2284.00	2e	2400	1.15	9.20	1.73	92.31	5.54	86.77
2284.00	3c	2412	1.16	9.28	1.74	92.77	5.57	87.20
2350.00	4a	2450	1.18	9.44	1.77	94.23	5.65	88.58
2350.00	2f	2470	1.19	9.52	1.79	95.00	5.70	89.30
2350.00	3d	2492	1.20	9.60	1.80	95.85	5.75	90.10
2423.04	4b	2530	1.22	9.76	1.83	97.31	5.84	91.47
-	2g	2540	1.22	9.76	1.83	97.69	5.86	91.83
2423.04	3e	2572	1.24	9.92	1.86	98.92	5.94	92.98
2498.28	4c	2610	1.25	10.00	1.88	100.38	6.02	94.36
2498.28	3f	2652	1.28	10.24	1.92	102.00	6.12	95.88
2573.52	5a	2674	1.29	10.32	1.94	102.85	6.17	96.68
2573.52	4d	2690	1.29	10.32	1.94	103.46	6.21	97.25
-	3g	2732	1.31	10.48	1.97	105.08	6.30	98.78
2648.76	5b	2754	1.32	10.56	1.98	105.92	6.36	99.56
2648.76	4e	2770	1.33	10.64	2.00	106.54	6.39	100.15
2724.00	5c	2834	1.36	10.88	2.04	109.00	6.54	102.46
2724.00	4f	2850	1.37	10.96	2.06	109.62	6.58	103.04
2799.24	6a	2900	1.39	11.12	2.09	111.54	6.69	104.85

NOTE - In this column, the new annual rates are identified by numerals referring to the grades and by small letters "a", "b", etc., referring to the rates (minimum thru maximum) within the particular grade.

TAX WITHHOLDING DEDUCTION AND NET TO PAY

(Upper Figure is the Deduction; Lower, Net to Pay)

NUMBER OF WITHHOLDING EXEMPTIONS CLAIMED-

0	1	2	3	4	5	6	7	8	9	10 or MORE
8.80	5.00	1.20	.00	.00	.00	.00	.00	.00	.00	.00
45.80	49.60	53.40	54.60	54.60	54.60	54.60	54.60	54.60	54.60	54.60
9.10	5.30	1.50	.00	.00	.00	.00	.00	.00	.00	.00
47.66	51.46	55.26	56.76	56.76	56.76	56.76	56.76	56.76	56.76	56.76
9.40	5.60	1.80	.00	.00	.00	.00	.00	.00	.00	.00
49.53	53.33	57.13	58.93	58.93	58.93	58.93	58.93	58.93	58.93	58.93
9.70	5.90	2.00	.00	.00	.00	.00	.00	.00	.00	.00
51.40	55.20	59.10	61.10	61.10	61.10	61.10	61.10	61.10	61.10	61.10
10.00	6.20	2.30	.00	.00	.00	.00	.00	.00	.00	.00
53.27	57.07	60.97	63.27	63.27	63.27	63.27	63.27	63.27	63.27	63.27
10.30	6.50	2.60	.00	.00	.00	.00	.00	.00	.00	.00
55.14	58.94	62.84	65.44	65.44	65.44	65.44	65.44	65.44	65.44	65.44
10.60	6.80	2.90	.00	.00	.00	.00	.00	.00	.00	.00
57.00	60.80	64.70	67.60	67.60	67.60	67.60	67.60	67.60	67.60	67.60
12.10	8.30	4.40	.60	.00	.00	.00	.00	.00	.00	.00
64.55	68.35	72.25	76.05	76.65	76.65	76.65	76.65	76.65	76.65	76.65
12.70	8.90	5.00	1.20	.00	.00	.00	.00	.00	.00	.00
66.48	70.28	74.18	77.98	79.18	79.18	79.18	79.18	79.18	79.18	79.18
13.00	9.20	5.30	1.50	.00	.00	.00	.00	.00	.00	.00
68.42	72.22	76.12	79.92	81.42	81.42	81.42	81.42	81.42	81.42	81.42
13.00	9.20	5.30	1.50	.00	.00	.00	.00	.00	.00	.00
68.70	72.50	76.40	80.20	81.70	81.70	81.70	81.70	81.70	81.70	81.70
13.30	9.50	5.60	1.80	.00	.00	.00	.00	.00	.00	.00
70.94	74.74	78.64	82.44	84.24	84.24	84.24	84.24	84.24	84.24	84.24
13.30	9.50	5.60	1.80	.00	.00	.00	.00	.00	.00	.00
71.01	74.81	78.71	82.51	84.31	84.31	84.31	84.31	84.31	84.31	84.31
13.90	10.10	6.20	2.40	.00	.00	.00	.00	.00	.00	.00
72.87	76.67	80.57	84.37	86.77	86.77	86.77	86.77	86.77	86.77	86.77
13.90	10.10	6.20	2.40	.00	.00	.00	.00	.00	.00	.00
73.30	77.10	81.00	84.80	87.20	87.20	87.20	87.20	87.20	87.20	87.20
14.20	10.40	6.50	2.70	.00	.00	.00	.00	.00	.00	.00
74.38	78.18	82.08	85.88	88.58	88.58	88.58	88.58	88.58	88.58	88.58
14.20	10.40	6.50	2.70	.00	.00	.00	.00	.00	.00	.00
75.10	78.90	82.80	86.60	89.30	89.30	89.30	89.30	89.30	89.30	89.30
14.20	10.40	6.50	2.70	.00	.00	.00	.00	.00	.00	.00
75.90	79.70	83.60	87.40	90.10	90.10	90.10	90.10	90.10	90.10	90.10
14.50	10.70	6.80	3.00	.00	.00	.00	.00	.00	.00	.00
76.97	80.77	84.67	88.47	91.47	91.47	91.47	91.47	91.47	91.47	91.47
14.50	10.70	6.80	3.00	.00	.00	.00	.00	.00	.00	.00
77.33	81.13	85.03	88.83	91.83	91.83	91.83	91.83	91.83	91.83	91.83
14.80	11.00	7.10	3.30	.00	.00	.00	.00	.00	.00	.00
78.18	81.98	85.88	89.68	92.98	92.98	92.98	92.98	92.98	92.98	92.98
15.10	11.30	7.40	3.60	.00	.00	.00	.00	.00	.00	.00
79.26	83.06	86.96	90.76	94.36	94.36	94.36	94.36	94.36	94.36	94.36
15.40	11.60	7.70	3.90	.10	.00	.00	.00	.00	.00	.00
80.48	84.28	88.18	91.98	95.78	95.88	95.88	95.88	95.88	95.88	95.88
15.40	11.60	7.70	3.90	.10	.00	.00	.00	.00	.00	.00
81.28	85.08	88.98	92.78	96.58	96.68	96.68	96.68	96.68	96.68	96.68
15.40	11.60	7.70	3.90	.10	.00	.00	.00	.00	.00	.00
81.85	85.65	89.55	93.35	97.15	97.25	97.25	97.25	97.25	97.25	97.25
15.70	11.90	8.00	4.20	.40	.00	.00	.00	.00	.00	.00
83.08	86.88	90.78	94.58	98.38	98.78	98.78	98.78	98.78	98.78	98.78
15.70	11.90	8.00	4.20	.40	.00	.00	.00	.00	.00	.00
83.86	87.66	91.56	95.36	99.16	99.56	99.56	99.56	99.56	99.56	99.56
16.00	12.20	8.30	4.50	.70	.00	.00	.00	.00	.00	.00
84.15	87.95	91.85	95.65	99.45	100.15	100.15	100.15	100.15	100.15	100.15
16.30	12.50	8.60	4.80	1.00	.00	.00	.00	.00	.00	.00
86.16	89.96	93.86	97.66	101.46	102.46	102.46	102.46	102.46	102.46	102.46
16.30	12.50	8.60	4.80	1.00	.00	.00	.00	.00	.00	.00
86.74	90.54	94.44	98.24	102.04	103.04	103.04	103.04	103.04	103.04	103.04
16.60	12.80	8.90	5.10	1.30	.00	.00	.00	.00	.00	.00
88.25	92.05	95.95	99.75	103.55	104.85	104.85	104.85	104.85	104.85	104.85

FORMER ANNUAL SALARY RATE	CPC SCHEDULE GRADES (See Footnote)	NEW ANNUAL SALARY RATE	UNIT RATES			BIWEEKLY		
			REGULAR		OVERTIME	REGULAR SALARY	6% RET. DED.	NET PRIOR TO TAX DED.
			HOURLY	DAILY	HOURLY			
\$ 2799.24	5d	\$ 2914	\$ 1.40	\$11.20	\$ 2.10	\$112.08	\$ 6.72	\$105.36
2799.24	4g	2930	1.41	11.28	2.12	112.69	6.76	105.93
2874.48	6b	2980	1.43	11.44	2.15	114.62	6.88	107.74
2874.48	5e	2994	1.44	11.52	2.15	115.15	6.91	108.24
2949.72	6c	3060	1.47	11.76	2.13	117.69	7.06	110.63
2949.72	5f	3074	1.48	11.84	2.13	118.23	7.09	111.14
3024.96	7a	3125	1.50	12.00	2.12	120.19	7.21	112.98
3024.96	6d	3140	1.51	12.08	2.12	120.77	7.25	113.52
3024.96	5g	3154	1.52	12.16	2.12	121.31	7.28	114.03
3100.20	6e	3220	1.55	12.40	2.10	123.85	7.43	116.42
3100.20	7b	3225	1.55	12.40	2.10	124.04	7.44	116.60
3175.44	6f	3300	1.59	12.72	2.09	126.92	7.62	119.30
3175.44	7c	3325	1.60	12.80	2.09	127.88	7.67	120.21
3250.68	6g	3380	1.63	13.04	2.08	130.00	7.80	122.20
3225.60	8a	3400	1.63	13.04	2.07	130.77	7.85	122.92
3250.68	7d	3425	1.65	13.20	2.07	131.73	7.90	123.83
3351.00	8b - 7e	3525	1.69	13.52	2.05	135.58	8.13	127.45
3476.40	7f	3625	1.74	13.92	2.03	139.42	8.37	131.05
3476.40	8c	3650	1.75	14.00	2.03	140.38	8.42	131.96
3601.80	7g	3725	1.79	14.32	2.01	143.27	8.60	134.67
3601.80	9a - 8d	3775	1.81	14.48	2.00	145.19	8.71	136.48
3727.20	9b - 8e	3900	1.88	15.04	1.98	150.00	9.00	141.00
3852.60	9c - 8f	4025	1.94	15.52	1.96	154.81	9.29	145.52
3978.00	10a - 9d - 8g	4150	2.00	16.00	1.93	159.62	9.58	150.04
4103.40	10b - 9e	4275	2.06	16.48	1.91	164.42	9.87	154.55
4228.80	10c - 9f	4400	2.12	16.96	1.89	169.23	10.15	159.08
4354.20	10d - 9g	4525	2.18	17.44	1.86	174.04	10.44	163.60
4479.60	10e	4650	2.24	17.92	1.84	178.85	10.73	168.12
4605.00	10f	4775	2.30	18.40	1.82	183.65	11.02	172.63
4730.40	10g	4900	2.36	18.88	1.79	188.46	11.31	177.15

NOTE - In this column, the new annual rates are identified by numerals referring to the grades and by small letters "a", "b", etc., referring to the rates (minimum thru maximum) within the particular grade.

(Upper Figure is the Deduction; Lower, Net to Pay)

NUMBER OF WITHHOLDING EXEMPTIONS CLAIMED-

0	1	2	3	4	5	6	7	8	9	10 or MORE
16.90	13.10	9.20	5.40	1.60	.00	.00	.00	.00	.00	.00
88.46	92.26	96.16	99.96	103.76	105.36	105.36	105.36	105.36	105.36	105.36
16.90	13.10	9.20	5.40	1.60	.00	.00	.00	.00	.00	.00
89.03	92.83	96.73	100.53	104.33	105.93	105.93	105.93	105.93	105.93	105.93
17.20	13.40	9.50	5.70	1.90	.00	.00	.00	.00	.00	.00
90.54	94.34	98.24	102.04	105.84	107.74	107.74	107.74	107.74	107.74	107.74
17.20	13.40	9.50	5.70	1.90	.00	.00	.00	.00	.00	.00
91.04	94.84	98.74	102.54	106.34	108.24	108.24	108.24	108.24	108.24	108.24
17.50	13.60	9.80	6.00	2.20	.00	.00	.00	.00	.00	.00
93.13	97.03	100.83	104.63	108.43	110.63	110.63	110.63	110.63	110.63	110.63
17.80	13.90	10.10	6.30	2.50	.00	.00	.00	.00	.00	.00
93.34	97.24	101.04	104.84	108.64	111.14	111.14	111.14	111.14	111.14	111.14
18.20	14.40	10.60	6.70	2.90	.00	.00	.00	.00	.00	.00
94.78	98.58	102.38	106.28	110.08	112.98	112.98	112.98	112.98	112.98	112.98
18.20	14.40	10.60	6.70	2.90	.00	.00	.00	.00	.00	.00
95.32	99.12	102.92	106.82	110.62	113.52	113.52	113.52	113.52	113.52	113.52
18.20	14.40	10.60	6.70	2.90	.00	.00	.00	.00	.00	.00
95.83	99.63	103.43	107.33	111.13	114.03	114.03	114.03	114.03	114.03	114.03
18.20	14.40	10.60	6.70	2.90	.00	.00	.00	.00	.00	.00
98.22	102.02	105.82	109.72	113.52	116.42	116.42	116.42	116.42	116.42	116.42
18.80	15.00	11.20	7.30	3.50	.00	.00	.00	.00	.00	.00
97.80	101.60	105.40	109.30	113.10	116.60	116.60	116.60	116.60	116.60	116.60
18.80	15.00	11.20	7.30	3.50	.00	.00	.00	.00	.00	.00
100.50	104.30	108.10	112.00	115.80	119.30	119.30	119.30	119.30	119.30	119.30
18.80	15.00	11.20	7.30	3.50	.00	.00	.00	.00	.00	.00
101.41	105.21	109.01	112.91	116.71	120.21	120.21	120.21	120.21	120.21	120.21
19.40	15.60	11.80	7.90	4.10	.30	.00	.00	.00	.00	.00
102.80	106.60	110.40	114.30	118.10	121.90	122.20	122.20	122.20	122.20	122.20
19.40	15.60	11.80	7.90	4.10	.30	.00	.00	.00	.00	.00
103.52	107.32	111.12	115.02	118.82	122.62	122.92	122.92	122.92	122.92	122.92
19.40	15.60	11.80	7.90	4.10	.30	.00	.00	.00	.00	.00
104.43	108.23	112.03	115.93	119.73	123.53	123.83	123.83	123.83	123.83	123.83
20.00	16.20	12.40	8.50	4.70	.90	.00	.00	.00	.00	.00
107.45	111.25	115.05	118.95	122.75	126.55	127.45	127.45	127.45	127.45	127.45
20.60	16.80	13.00	9.10	5.30	1.50	.00	.00	.00	.00	.00
110.45	114.25	118.05	121.95	125.75	129.55	131.05	131.05	131.05	131.05	131.05
21.20	17.40	13.60	9.70	5.90	2.10	.00	.00	.00	.00	.00
110.76	114.56	118.36	122.26	126.06	129.86	131.96	131.96	131.96	131.96	131.96
21.20	17.40	13.60	9.70	5.90	2.10	.00	.00	.00	.00	.00
113.47	117.27	121.07	124.97	128.77	132.57	134.67	134.67	134.67	134.67	134.67
21.80	18.00	14.20	10.30	6.50	2.70	.00	.00	.00	.00	.00
114.68	118.48	122.28	126.18	129.98	133.78	136.48	136.48	136.48	136.48	136.48
22.40	18.60	14.70	10.90	7.10	3.30	.00	.00	.00	.00	.00
118.60	122.40	126.30	130.10	133.90	137.70	141.00	141.00	141.00	141.00	141.00
23.00	19.20	15.30	11.50	7.70	3.90	.00	.00	.00	.00	.00
122.52	126.32	130.22	134.02	137.82	141.62	145.52	145.52	145.52	145.52	145.52
23.60	19.80	15.90	12.10	8.30	4.50	.60	.00	.00	.00	.00
126.44	130.24	134.14	137.94	141.74	145.54	149.44	150.04	150.04	150.04	150.04
24.80	21.00	17.10	13.30	9.50	5.60	1.80	.00	.00	.00	.00
129.75	133.55	137.45	141.25	145.05	148.95	152.75	154.55	154.55	154.55	154.55
25.40	21.60	17.70	13.90	10.10	6.20	2.40	.00	.00	.00	.00
133.68	137.48	141.38	145.18	148.98	152.88	156.68	159.08	159.08	159.08	159.08
26.00	22.20	18.30	14.50	10.70	6.80	3.00	.00	.00	.00	.00
137.60	141.40	145.30	149.10	152.90	156.80	160.60	163.60	163.60	163.60	163.60
26.60	22.80	18.90	15.10	11.30	7.40	3.60	.00	.00	.00	.00
141.52	145.32	149.22	153.02	156.82	160.72	164.52	168.12	168.12	168.12	168.12
27.20	23.40	19.50	15.70	11.90	8.00	4.20	.40	.00	.00	.00
145.43	149.23	153.13	156.93	160.73	164.63	168.43	172.23	172.63	172.63	172.63
28.40	24.60	20.70	16.90	13.10	9.20	5.40	1.60	.00	.00	.00
148.75	152.55	156.45	160.25	164.05	167.95	171.75	175.55	177.15	177.15	177.15

Classification Act of 1949:

Sec. 1105. (a) Except as provided in subsection (b) -

(1) titles VI, VII, VIII, and XII shall take effect on the first day of the first pay period which begins after the date of enactment of this Act;

(2) all other provisions of this Act shall take effect upon enactment.

Sec. 1106. (a) Whenever reference is made in any other law to the Classification Act of 1923, as amended, such reference shall be held and considered to mean this Act. Whenever reference is made in any other law to a grade of the Classification Act of 1923, as amended, such reference shall be held and considered to mean the corresponding grade shown in section 604 of this Act.

Sec. 603. (d) Whenever payment is made on the basis of a daily, hourly, weekly, biweekly, or monthly rate, such rate shall be computed from the appropriate annual rate specified in subsection (b) or (c) by the method prescribed in section 604 (d) of the Federal Employees Pay Act of 1945.

Sec. 1203. Section 604 (d) of the Federal Employees Pay Act of 1945, as amended, is amended to read as follows:

"(d) (1) Hereafter, for all pay computation purposes affecting officers or employees in or under the executive branch, the judicial branch, or the District of Columbia municipal government, basic per annum rates of compensation established by or pursuant to law shall be regarded as payment for employment during fifty-two basic administrative workweeks of forty hours.

"(2) Whenever for any such purpose it is necessary to convert a basic monthly or annual rate to a basic biweekly, weekly, daily, or hourly rate, the following rules shall govern:

"(A) A monthly rate shall be multiplied by twelve to derive an annual rate;

"(B) An annual rate shall be divided by fifty-two or twenty-six, as the case may be, to derive a weekly or biweekly rate;

"(C) A weekly or biweekly rate shall be divided by forty or eighty, as the case may be, to derive an hourly rate; and

"(D) A daily rate shall be derived by multiplying an hourly rate by the number of daily hours of service required.

"(3) All rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent."

NOTE: In accordance with the provisions of Sec. 604 (d) above of the Federal Employees Pay Act of 1945, as amended, the rates appearing in General Accounting Office Salary Table No. 31 have been computed as follows:

The annual rate has been divided by 26 and the result adjusted to the nearest cent to derive the biweekly rate;

The adjusted biweekly rate has been multiplied by 6% and the result adjusted to the nearest cent to derive the retirement deduction;

The adjusted biweekly rate has been divided by 80 and the result adjusted to the nearest cent to derive the hourly rate;

The adjusted hourly rate has been multiplied by 8 to derive the daily rate; and

The adjusted hourly rate has been multiplied by $1\frac{1}{2}$ and the result adjusted to the nearest cent to derive the overtime hourly rate in those instances where the basic annual rate is less than \$2,980. The formula appearing on page 11 of H. R. Report No. 726, 79th Congress, has been applied and the result has been adjusted to the nearest cent to derive the overtime hourly rate in those instances where the basic annual rate is \$2,980 and above.

